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# american libraries

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**Juneau's new  
library-atop-garage**

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**W**hat do these two libraries have in common? They've both made a substantial commitment to newspapers in microform. Read on to find out why...

Tippecanoe County Public Library, located in Lafayette, Indiana, serves a countywide population of 27,000 (including the students at nearby Purdue University).

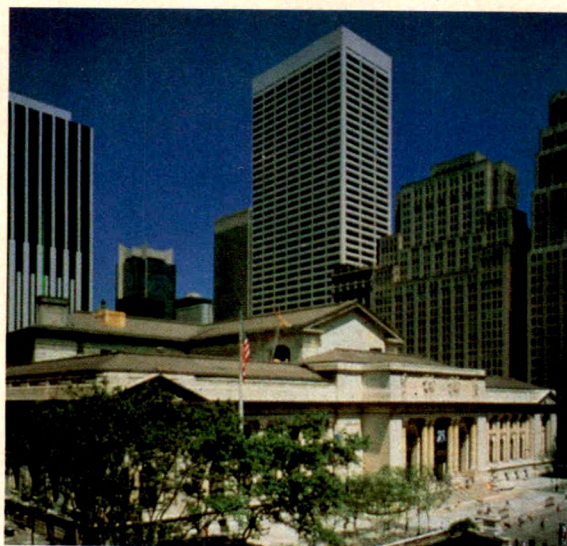
The library's serials staff recently replaced part of their bound newspaper collection with newspapers in microform from UMI.

Why? "Several factors affected our decision," said Director Daniel Armstrong. The first was space; on a books-per-square-foot scale, we were the most crowded public library in the state. Newspapers in microform saved us as much as 4% of the space of bound issues. The second factor was deterioration. Our circulation increased 40% in the last three years, putting the condition of our newspapers in jeopardy. Durable microforms solved that problem, too."

And then there were the information requests. Patrons eager for business news turned to the pages of *The Wall Street Journal* — at Purdue's library. To provide better access at Tippecanoe, Mr. Armstrong purchased several backfile years of the journal in microform when he renewed the current subscription. To satisfy requests for comprehensive national and international news, he added 35 years of *The New York Times* (and its index) to his existing holdings. For local news, he renewed the library's subscription to the *Lafayette Journal and Courier*.



Tippecanoe County Public Library.



The New York Public Library.

# TIPPECANOE AND NEW YORK PUBLIC, TOO.

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The staff of The New York Public Library recently renewed one of their local titles, too — *The New York Times*. In the process, they added 120 more newspapers to an already impressive collection of 100 major U.S. and international titles. Their reasons for making such a strong commitment? Not much different from Tippecanoe's!

"Space was such a problem for us that we kept our newspapers in remote storage," said Paul Fasana, Andrew W. Mellon Director of New York Public's Research Libraries. "When we finally made room for them at the Central Research Library on 42nd Street, many were so badly deteriorated we didn't dare move them. Luckily, UMI was able to help us with both problems."

**It's plain to see that UMI newspapers in microform save space and last indefinitely. They're also accessible (no time spent at the bindery), affordable (no binding costs either), and backed by the industry pioneer with nearly 50 years experience in micropublishing.**

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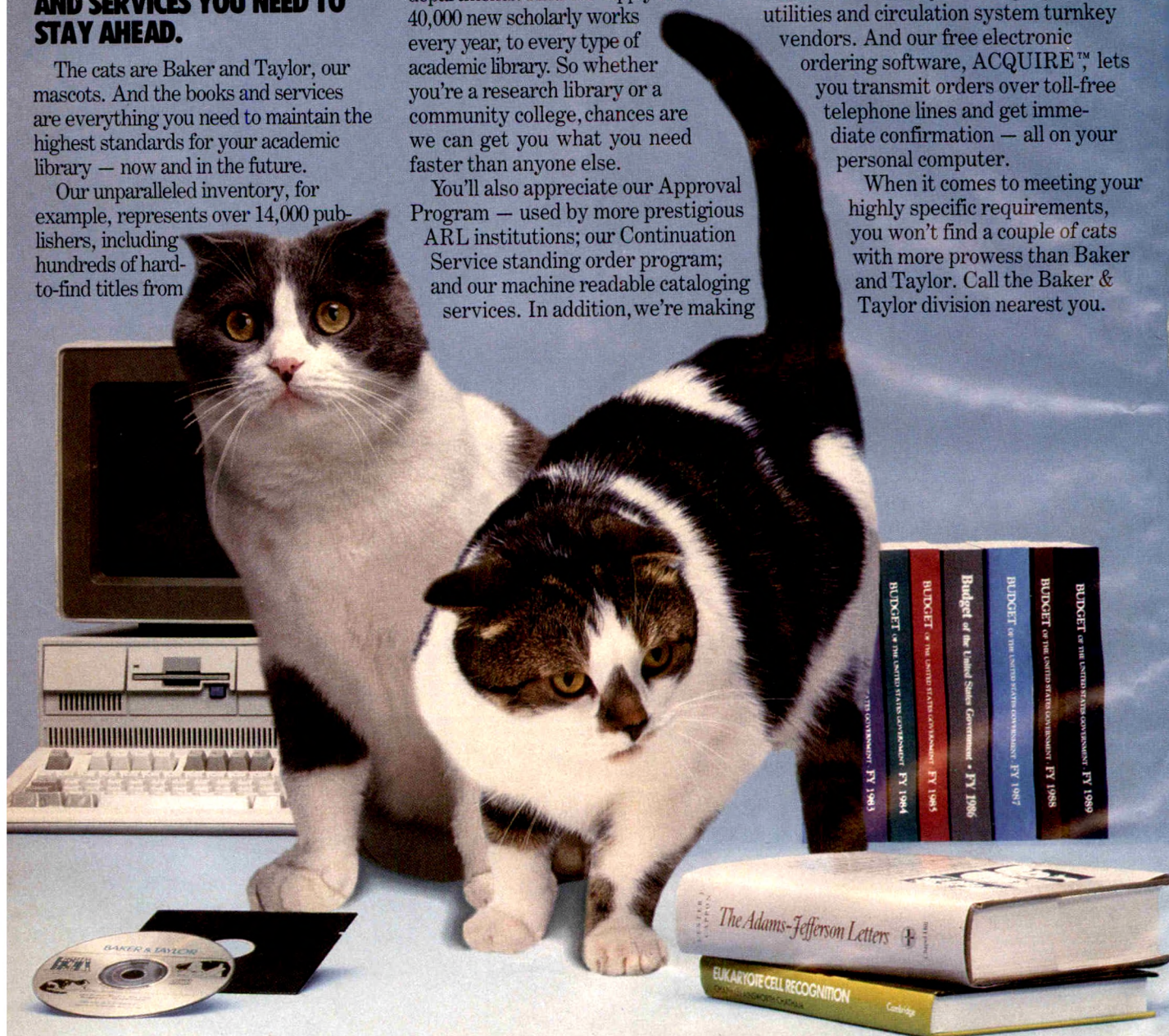
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# american libraries

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**Shape of things to come.** Like host city Washington sprucing up for the Inauguration and preparing for change, ALA's Midwinter Meeting addressed change—in internal organization and program direction. A staff report on official and other selected actions. **245**



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## FEATURES

**Struggle for survival.** War and nature have dealt Nicaragua's libraries devastating blows. An American librarian reports. By Ron Chepesiuk. **196**

**A taste of the grape.** Grapevine—a high tech merge of text, sound, and images teaches *The Grapes of Wrath* in the context of its time. Tom Joad would be amazed! By Robert Campbell. **200**

**Suing for support.** The new Lexington (Ky.) central library will make its citizens proud—especially Joseph Hayse—whose lawsuit helped finance it. By Dennis Carrigan. **262**

**Cover:** Built atop an existing downtown parking garage, the new Juneau (Alaska) Public Library adds beauty to a modern necessity and rewards library users with breathtaking views of the city, the harbor, and the mountains. See page 182 for more. Photo by Ron Klein.

## ed. notes

### To our readers:

IN DECEMBER, *AMERICAN Libraries* readers were surveyed by an independent market research firm using an nth-name sampling of a thousand subscribers from our circulation list. All you lucky nth people were asked 35 questions. Out of a "net effective mailing" of 985, the firm—Research USA, Inc.—received 737 completed questionnaires for a whopping 74.8% return.

Considering that questionnaires are usually as welcome as a visit from the Skinheads, we are delighted at your interest and what you said: That most of you read us, like us, use us, share us, and save us, among other happy revelations. Of course, not everyone liked everything about *AL* (sob, sniff), but that information gives us valuable feedback, too.

The questions asked were designed to help us evaluate *AL* both as an advertising and editorial medium. We'd like to share some of the general and editorial responses—the fun stuff—letting others spread the good news on the marketing side.

#### Regular readers

The sampling indicates that some 90% of you are regular readers who have read at least three of the last four issues. How many read half or more of each issue? Three-quarters of you. You average 55 minutes with your *AL* in the 2.6 times you pick it up. Two-thirds of you save your copies for reference.

Because 69% of you receive *AL* at home, along with other ALA materials, do you sometimes use the magazine for wrapping fish after you read it? We believe not, because: a) 98% of you realize *AL* ain't free—a portion of dues pays for subscriptions, and b) you pass along each copy in your libraries to an average of 1.7 people—who prefer their magazines fish-free.

With that pass-along rate, by the

way, *American Libraries* readership totals 131,439, which covers just about everyone in this field and gives us stage fright.

#### What you read

Most of you (from 55% to 92%, depending on the feature)—indicated "strong" or "moderate" interest in all regular *AL* offerings save two: "Sightings" (45%), a relatively new personality feature, and "Youthreach" (41%), which serves the 46% of our readership involved in youth services—and apparently no one else. The top 10 (of 17) features in combined "strong or moderate" interest were: articles (92%), News (88%), Reader Forum (70%), and, in rank order, Action Exchange, The Source, Quick Bibs, On My Mind, LEADS, ALA & You, and Image, all in the 60s-percentages.

#### How we compare

When a survey goes to a magazine's own circulation list, you can assume some bias in comparative questions. Yet, 65% of you are regular readers (three out of four issues) of *Library Journal*, and so have some basis when you tell us which you consider best in these categories: Most up-to-date library news (us, 62%, them 37%); easiest to read (us, 47%, them 27%); best ALA information (us, 95%, them 5%); best use of color (us, 66%, them 14%); and magazine you prefer to read (us, 42%, them 37%). In fairness, we'll note that *LJ* and its Book Review did whup us in "most helpful in your work," "closest to the interests of librarians" (by one percentage point), and (ouch!) "best written."

But overall, you've confirmed the "program" value of *AL* as a news medium and cheered other improvements we've worked so hard to achieve. And you've shown us where we've got to try harder, even though, with you, we're Number One. Thank you. —A.P.

## american libraries

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## Librarianship out, information studies in at Chicago's Graduate Library School

After more than six decades of leadership, the University of Chicago will cease professional education for librarianship in June 1990.

Citing the university's unwillingness to commit resources needed to "assure a preeminently strong program in both research and professional education," the Graduate Library School faculty has announced the suspension of admissions to the current M.A. program. A January 17 letter to students and alumni stated the faculty's intention to build "a strong research program in information studies."

Changes in the organization and structure of the GLS, the letter said, can be expected within 18 months. The university administration has proposed creation of a degree-granting Committee on Information Science. Applications for the doctoral and certificate-of-advanced-study programs will continue to be considered.

GLS Acting Dean Don R. Swanson told *AL* the faculty had agreed on the letter's "exact wording" and that the letter spoke for him. Swanson declined to respond to a number of questions, but said that the new focus was "still under discussion."

Herbert White, Indiana University library school dean, was less reticent when asked to comment. "It's very sad," he told *AL*. "Chicago represents a philosophy, an approach, and a standard of excellence in professional education for librarianship. It is identified with professional education for library science far more than any other school. We're losing a connection with a great part of our own history."

Robert Wedgeworth, Columbia University library school dean, agreed but noted, "The essential point is the shrinkage of private higher education. All small graduate and professional schools in private universities are under tremendous pressure."

Asked about student reaction, Swanson told *AL* that meetings with current students had been conducted to answer questions and address individual needs. All current and former M.A. students who have completed at least seven GLS courses will have the opportunity to complete the degree.

The letter offered scant hope for new students, stating only, "A professional program may be rebuilt later."

GLS alumnus Walter Fraser, a former li-

brary school professor now a computer systems administrator for the District of Columbia government, said, "It's sad. But it's money. Schools in low-paying professions struggle. Low pay, low prestige in the university."

Founded in 1926, the GLS was "perhaps of greater significance to education for librarianship than was the founding 40 years earlier of the Columbia school," according to historian Donald G. Davis.

Lester Asheim, former GLS dean and faculty member and University of North Carolina professor emeritus, sounded a positive note. "It [a degree-granting Committee] is not so different from the approach used when the GLS was established. A 'capital C' Committee is in keeping with the Chicago context," he told *AL*. "Allan Bloom's (author of the *The Closing of the American Mind*) Committee on Social Thought is an example. It's a small think tank." —T.G.

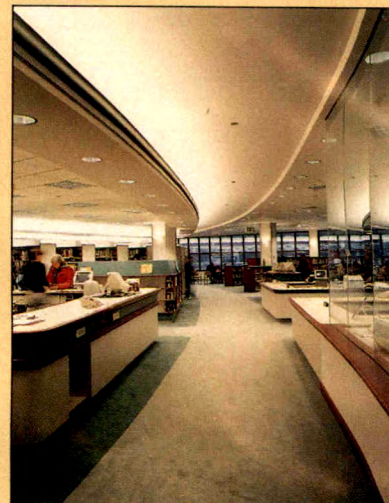
## MLS program for "Siouxland"

Residents of northwestern Iowa, Nebraska, South Dakota, and Minnesota now have an ALA-accredited MLS program as near as Sioux City, Iowa. Emporia (Kans.) State University began offering classes in December 1988 at Sioux City's Morningside College. Students call the program "Emporia in Siouxland."

Classes begin Friday evenings at 6 p.m. and meet for 14 1/2 hours over the weekend. Each weekend earns one credit hour. Students can complete the degree in three years. Allison Level, an MLS student and ESU Dean Martha Hale's assistant for distance education, told *AL* the program will benefit faculty and students at the Emporia campus as well as Siouxland students. "It gives ESU faculty an opportunity to try different teaching approaches. Faculty and student reaction is very positive."

In a statement, Hale remarked, "The excellence of this program will be the same as the program offered on Emporia's campus. This we promise."

Fifty-seven students are currently enrolled. Most, according to Level, presently work in libraries, are committed to the profession, and seek to upgrade their skills and obtain the professional degree, without leaving jobs and families to do it. —T.G.



Ron Klein

## Juneau's new library

*AL*'s cover photo depicts the outside, and this shot an interior of Juneau's brand new public library—atop a parking garage. With dramatic views of downtown and the harbor, the \$3.8 million public library won critical acclaim after its opening Jan. 23. Minch-Ritter-Forrest Architects designed this 18,000-square-foot, fifth-floor construction on top of an existing municipal parking garage with vast windows, high ceilings, and a feeling of openness throughout. Express elevators zip visitors through the garage within seconds.

Library Director Donna Pierce came up with the innovative idea, Assistant Director Carol McCabe told *AL*. The city allowed time for and funded additional design concepts. "What you see on *AL*'s cover was design number 13 or 14," said Richard Ritter, co-designer with Project Architect Paul Voelckers.

## CD-ROM standards to be set; librarian input sought

A committee of the National Information Standards Organization (NISO) will meet this month to develop standards for CD-ROM bibliographic citations. The committee, NISO SCTT, will define the content and format of publisher, data preparer, copyright, abstract, and bibliographic file identifiers. The committee will also consider standards for data elements on disc labels and packaging.

The standards will expand on the International Standards Organization (ISO) 9660 Volume and File Structure, which for-

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malized byte requirements and disc addresses for bibliographic elements.

The SCTT committee chair, librarian Dan Iddings, invites input from librarians and all members of the information community. Comments and questions should be addressed to Standards Committee Chair, Dan Iddings, RMG Consultants, Inc., POB 5488, Chicago, IL 60680. A first draft will be distributed in early 1990.

NISO will also host ISO Technical Committee (TC) 46, the international standards

AL  
ASIDES

## ALA ALERT

### QUICK GUIDE FOR MEMBERS

►ALA Executive Board hires firm for executive director search, sets \$100,000 salary minimum: p. 186.

►ALA delegation to march for Women's Equality/Women's Lives Apr. 9 in Washington, D.C.: p. 184.

►Apple Computer's Steven Jobs to open ACRL conference in Cincinnati Apr. 3-5: p. 268.

►Spring election schedule: p. 268. Nominations open for ALA offices 1990-91: p. 268.

►Latest installment of *Library Video Magazine* features YA "rebel": p. 267.

►ALA Graphics offers new booklist give-aways: p. 269.

►Deadline is Apr. 15 for overseas Library/Book fellowships: p. 267.

►RTSD stalks Worst Serials Title Change of the Year: p. 268.

►Margaret Mahy to deliver Arbuthnot lecture Apr. 23 at University of Pittsburgh: p. 267.

►IASL and UNESCO raise money to buy books for children in developing countries: p. 268.

►AASL solicits ideas for School Library Media Month: p. 268.

►ALA pulls "burp" radio spot: p. 267.

►1989 Dallas Annual Conference advance registration: p. 271.

►At ALA Headquarters, Margaret Mansour is new RASD officer: p. 267. Germaine Wellington is promoted to subsidiary rights manager in ALA Publishing: p. 268. Patricia Scarry resigns as director of Membership Services: p. 269.

## American Libraries Washington Wire

**Summers testifies on LC budget.** ALA President F. William Summers testified in support of the Library of Congress's \$292.6-million FY 1990 budget before the House Subcommittee on Legislative Appropriations Feb. 7. Summers stressed the need for the \$31.8-million funding increase (a 12.8% jump over last year) to recover from the "devastating" Gramm-Rudman-Hollings cuts of a few years ago; one of every 10 of LC's positions is currently vacant due to budget shortages, and the Library cannot keep up with the rising costs of foreign materials. Citing the "considerable backlogs" of uncataloged materials, Summers stressed that LC must not lower the quality of its cataloging, "for this would diminish the quality of the national bibliographic record." Summers also gave Librarian of Congress James Billington "high marks for accessibility and outreach in his first year in office."

**GPO requests \$110.4 million for FY90.** Acting U.S. Public Printer Joseph Jennifer's FY90 budget request for the Government Printing Office is \$110.4 million, a \$13.2-million (14%) increase over FY89. \$25.5 million will go to Superintendent of Documents operations and \$84.9 million to Congressional printing and binding. Speaking before the House Subcommittee on Legislative Appropriations Feb. 7, Jennifer also touched on matters ranging from the use of alkaline papers for government documents to the need for a new building for GPO.

Jennifer devoted a major portion of his statement to the Office of Technology Assessment's *Informing the Nation* study dealing with the impact of electronic technology on federal information dissemination (see also p. 257). Although federal information activities are apparently becoming decentralized, reducing the need for the centralized printing and distribution services of GPO, Jennifer urged Congress to resist efforts by federal agencies to establish their own conventional printing and distribution capabilities outside the control of the Joint Committee on Printing.

**Permanent-paper resolution reintroduced.** On Feb. 8 Sen. Claiborne Pell (D-RI) introduced a resolution to establish a national policy to promote the printing of books and other important publications on permanent, alkaline paper. The measure, S.J. Res. 57, is essentially the same as one introduced by Sen. Pell late in the last Congress. Sen. Pell has previously noted that ALA "has provided substantial support and encouragement in the genesis of this resolution." The Washington Office encourages librarians to write their senators in support of the measure and urge them to sign on as cosponsors.

**ALAers to march for women's rights.** A delegation of ALA members will participate in the April 9 March for Women's Equality/Women's Lives in Washington, D.C. (Council voted at Midwinter to support the march; see p. 249.) ALA's Committee on the Status of Women in Librarianship is coordinating the ALA delegation. Individuals interested in participating should contact Cynthia Johnson, Library of Congress, MARC Editorial Division, Washington, DC 20540 (202-707-5261). Members may wish to combine their involvement in the march with ALA's Legislative Day, to be held April 11.—G.F.

**ALA members at a May 10, 1980, Chicago rally in support of the ERA. ALA's delegation at the April 9 march in Washington will gather under the same banner.**



Margaret Myers

(Washington Wire draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for its contents.)

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body for libraries, archives, and information agencies, which will meet May 8-12 at the Library of Congress. Seventeen subcommittees will meet to consider topics including electronic publishing standards.

NISO has also announced publication of *Information Standards Quarterly*. The newsletter will be the NISO journal of record and a source of information on standards for the information community. *ISQ* is available from NISO, POB 1056, Bethesda, MD 20817, at \$40 per year. —T.G.

AL  
SIDES

## ODDMENTS

## FOOD FOR THOUGHT

Robustly healthy librarian Chang Taoyuan, 87, has eaten no solid food for 25 years, according to *The Free China Journal*. "‘Rice contains poison because it grows on fertilizers. So do vegetables,’ he said in a cloud of cigarette smoke," the *Journal* reported.

Since 1957, Chang has managed the private, eight-room Wang library in Taipei, "living there, greeting users, and treating patients with home remedies." The privations of war taught him to survive without food, and to drink "two bottles of sorghum liquor each day."

Don't all call at once

A *Rocky Mountain News* classified ad: Librarian: For design firm, 15-20 hrs/wk. Filing, errands, \$3.35/hr. Gwen, 534-4444.

## Foundations of librarianship



Excavators were mystified by the circa 1966 VW found 15 feet beneath the construction site of Chicago Public Library's future Harold Washington Library Center. Although the gas tank was half full, the car had no engine.

(Library) science?

A Camden County (N.J.) Library staffer decided to test a theory propounded on a Philadelphia radio talk show—that a raw egg placed on end at the moment of the autumnal equinox would remain standing. It did—for some 17 hours until accidentally jarred by another employee. —T.G.

## Search firm begins hunt

Board sets \$100,000 salary minimum—  
MLS a must for new ALA executive director

*Ed. note: The following story is based on a report by Joseph A. Horn, ALA member and senior cataloger at Boston Public Library, whom AL commissioned to cover a special Executive Board "search" meeting in Boston, and on official sources and subsequent conversations with Board members.*

The search for a new executive director of the American Library Association began Jan. 30-31 at Simmons College in Boston at a special meeting of the ALA Executive Board, attended by President F. William Summers, President-elect Patricia Berger, Immediate Past President Margaret Chisholm, Treasurer Carla Stoffle, Margaret Crist, Duane Johnson, Robert Stueart, Lucille Thomas, Ann Symons, Sharon Hogan, Judith Sessions, J. Dennis Day, and Agnes Griffen. The new executive director will succeed Thomas J. Galvin, who has announced his intention to resign by Nov. 30 (*AL*, Jan., p. 10). The Board's first decisions at the meeting were to make an earned MLS degree a requirement for all candidates and to set a salary minimum of \$100,000.

After hearing presentations from two executive search firms, the Board chose Korn/Ferry International, of Atlanta, Ga., to conduct the search. Meeting with Korn/Ferry representative Thomas H. Hall, the Board drew up a list of desirable qualities that would, as Joseph Horn observed, "have overwhelmed a hero or even a saint."

Among the Board's recommendations: The director should be both a leader and a manager, skilled in bringing people together "with subtlety not control." Also important is the ability to handle various kinds of people with different agendas—often pulling in different directions—by getting them to focus their loyalty on the Association and the profession. The director should be able to "ask all the right questions about ALA issues and concerns," and have a "sense of humor that gives one a sense of proportion." The Board cited the necessity for a demonstrated commitment to affirmative action, intellectual freedom, and free and open access to information. The Board also discussed the kinds of questions it would like to hear from the candidates regarding staff reorganization and budget control.

The Board hammered out the wording for the position notice in professional journals (see p. 229) and established itself as a

committee of the whole for the search. Members discussed contacting potential candidates who have been nominated by others but have not applied, and of drawing up a pool of all candidates, no matter how nominated. The Board emphasized the importance of opening up the position to women and minorities and of the total confidentiality of deliberations related to specific candidates. Thomas Hall agreed to provide a series of progress reports beginning in March.

Patricia Berger told *AL* the Board decided to hire a search firm because: "We felt we would have a better chance for completing a comprehensive national search." The last search for an executive director, conducted entirely by the Board and Headquarters staff, was, she said, "an incredible burden on everyone involved. It's not fair to the Association."

Berger added, "When we arrived in Boston we were not 100% sure about hiring a firm, but after the presentation, there was no doubt. The use of a search firm also eliminates the possibility of accusations of favoritism."

President Summers told *AL*, "I think the Board did an effective and productive job in Boston. Korn/Ferry has an excellent track record. They have handled a number of successful searches for libraries, universities, and nonprofit organizations." When asked about recent innuendos that men need not apply, Summers was adamant: "That is not in the spirit of the search we have set up. Given the pool of potential candidates, one would expect a great many women to apply. But the Board has set up no such criteria. It's a question of finding the best person we can find."

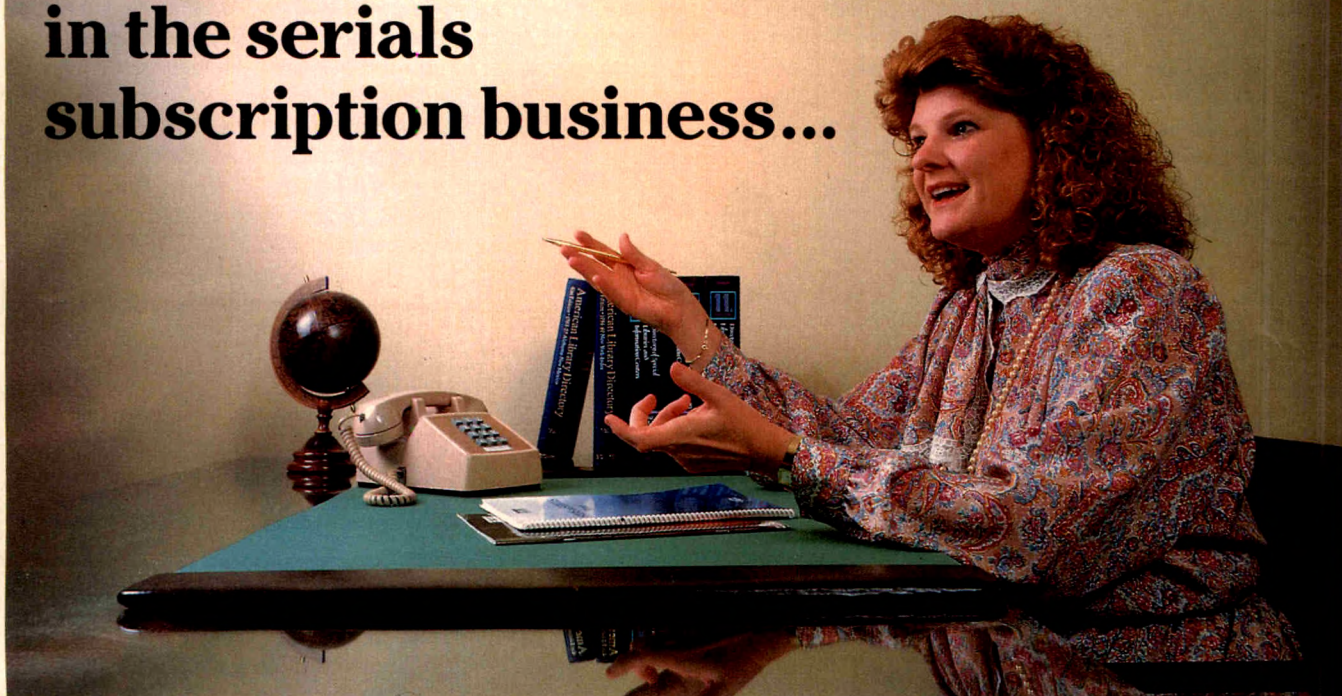
Board members were earlier given the opportunity to disqualify themselves from discussions if they intended to be a candidate for the position; none did so. —L.K.

## Shasta Co. phoenix does rise

Shasta County (Calif.) Library, forced to close June 30, 1988, after voters turned down a dedicated tax (*AL*, Sept., p.646, 648), reopened January 30 thanks to a temporary, city-county bailout.

"We're excited!" Interim Library Director Carolyn Chambers told *AL*. "The staff is overextended, but glad to have their jobs again. Public response has been wonderful."

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The main library in Redding is now open 32 hours per week. The Anderson Branch is open 30 hours per week, and the Burney Branch will reopen March 6. Reference and ILL have been targeted as service priorities.

Volunteers have contributed greatly to the staff's effort, Chambers said. "Prior to opening, 122 volunteers shifted magazines, and did lots of other things. And we'll continue to rely on volunteers."

"We have major problems," Chambers

notes, "but we're focusing on the positives." Those problems include an uncertain funding future after June 30. "At some point we'll have to go back to the voters, but the reopening puts us into the budget process for next year. It also gives us more time to plan, more time to sell the library to voters."

—T.G.

Per state law, Newslink's complaint was initially heard by the Board of Regents before being tried by the Private Enterprise Review Board in January. Both bodies agreed that FIRST's services were merely an extension of traditional library resources that have always been available to off-campus users. Though expressing sympathy for Newslink's position, the review board affirmed their belief in unrestricted access to information. Of the eight members sitting on the Private Enterprise Review Board, six represent the small business community.

The board's only suggestion to FIRST was that it stop advertising its services in the local Yellow Pages.

—B.G.

## AL SIDES QUICK CALL

### RLG'S JIM MICHALKO

Jim Michalko, librarian, administrator, and jogger, is the new Research Libraries Group (RLG) president. *AL* called RLG's new Mountainview, Calif., headquarters to check in:

**AL:** How will being a librarian help you direct RLG?

**JM:** My roots are in librarianship. I can still grasp issues RLG members are dealing with. Appointing a librarian president indicates a direction and a maturity of the organization.

**What is RLG's biggest challenge for the 1990s?**

Response to changes—those caused by exigency, such as serials cuts, and the flip side, technological development.

**How would you describe RLG to those less familiar with it than with OCLC?**

RLG is a not-for-profit corporation, a co-operative working to identify and solve information access problems too big for individual institutions to solve. RLIN, our database, represents common access to common information.

**What current RLG activities do you view as most exciting?**

Three things—national recognition and funding for preservation—Pat Battin's National Commission on Preservation and Access has done a great job. Cooperative collection management and development is such a good idea we've been talking about it for years. Now economic motives make it even more important. Third is document delivery. I think we're poised to optimize access to information.

**Some librarians view RLG as an elitist organization. Is that fair?**

That's one of the Great RLG Myths: we're elitist, we're going broke, we're being kept alive by foundations, we're merging with OCLC, OCLC or RLIN is an either/or choice. . . . None are true.—T.G.



**DRESSED TO BILL.** It's tax time, and the library symbol at the Maitland (Fla.) Public Library is tailored to tally. Posted in various parts of the library, these nimble symbols are always outfitted to suit the season. Maitland is a tax-form distribution site.

### University's library fee-service upheld

On Jan. 18 Arizona State University Libraries gained what may be a precedent-setting decision after defending the fee-based information services ASU offers clients off campus.

Last June, Newslink, Inc., a for-profit information broker, had charged that the university's Fee-based Information and Research Service Team (FIRST) unfairly competed with private business. The complainant cited an Arizona statute forbidding publicly funded universities and community colleges from offering goods and services except in support of their public service mission. ASU claimed protection under the same public service clause.

Since its inception in July 1987, FIRST has served some 700 clients ranging from individuals to large corporations. Administered by information manager Helen Josephine, FIRST offers users document retrieval, translation services, and reference via print and online resources.

### NCLIS visits pueblos

## Closed libraries dramatize gaps in service to Native Americans

The library needs of Native American communities dominated the winter meeting of the National Commission on Libraries and Information Science (NCLIS), held in Santa Fe, N.M., January 25-27.

The first day was devoted to site visits by commissioners and staff to libraries in four nearby pueblos. At the time of the visits, two of the four libraries were closed due to funding shortages.

The following morning the commissioners heard a panel presentation, and that afternoon the commission held an open hearing that attracted about a dozen tribal leaders and representatives from around the U.S. Among the nations represented were the Seneca nation from New York; the Cherokee from Oklahoma; the Paiute from Utah; the Winnebago and Chippewa from Wisconsin; the Zia, Zuni, and Jemez from New Mexico; the Mashontucket Pequot from Connecticut; and the Navajo from New Mexico, Arizona, and Colorado.

NCLIS Executive Director Susan K. Martin told *AL* that a number of themes resurfaced throughout the two days, including "problems of funding and problems in getting a higher priority for libraries within the tribal government." She also said there is "a significant problem getting staffing for these libraries," since most tribes cannot afford to pay their librarians competitive salaries.

Some of the tribal representatives complained that the LSCA Title IV grants for Indian library services were too small, Martin added. They also felt that the grants were for too brief a period; their 12-to-18-month duration makes it difficult to

sustain ongoing programs.

Francis Buckley of Detroit Public Library, who observed the NCLIS meeting for ALA, told *AL*, "We saw some very dedicated people" who were "doing a lot with limited resources." He said that many of the speakers emphasized service to children and educational efforts.

NCLIS now plans to form a small ad hoc task force to make recommendations concerning library services to Native Americans. An NCLIS committee recommended that a preconference on Native American services be held before the second White House Conference on Library and Information Services, and that the commission hear from representatives of the Department of Education's Office of Library Programs (which administers LSCA IV) and the Bureau of Indian Affairs at its next meeting in April. In addition, NCLIS approved a resolution urging tribal leaders to support library programs.

In other actions, the commissioners unanimously passed a resolution supporting the use of permanent paper, and announced plans to hold hearings on the Office of Technology Assessment's *Informing the Nation* publication during National Library Week April 9-15. —G.F.

## Museum feud helps sink Oklahoma City bond issue

On Jan. 10, Oklahoma City voters rejected a \$25,915,000 bond issue to build a new downtown library and museum. In the same election, larger issues totaling over \$150 million were approved for streets, bridges, and drains.

The planned library was to have been a 112,500-sq.-ft. building with space for up to 850,000 volumes, a multi-media exhibit on Oklahoma history, a reading room replica of an early 1900s library, hands-on exhibits in the children's area, and continuing education classes with telecasting capabilities. The present downtown library was built in 1954 and holds only 117,600 volumes. Library Executive Director Lee Brawner told *AL* the present building is "very chopped up and no longer lends itself to modern and efficient library service."

Brawner speculated that the bond issue "might have passed if a feud between museum boards had not ensued." The Oklahoma Art Center and the Oklahoma Museum of Art had agreed quietly to consolidate and relocate in the new facility, but subsequent heated disagreements over the plan received heavy media coverage.

"The combined facility was an exciting

prospect," Brawner told *AL*, "but I don't see us coming back to the voters for quite a while. In the meantime we'll seek an additional six-tenths of a mill next August for operating expenses. Then we'll think about a new building." —L.K.

## news in brief

**More blasts at the FBI.** The board of directors of the Medical Library Association has issued a statement condemning the FBI's Library Awareness Program. Stating that the MLA is "committed to the unrestricted access to information by the general public," the resolution condemns "any efforts of the agency to compromise the ability of the public to exercise its right to free access to information." The FBI program has previously been opposed by ALA, the Association of Research Libraries, the American Association of Law Libraries, and the Special Libraries Association.

Also going on record against the Library Awareness Program recently was Toni Carbo Bearman, dean of the University of Pittsburgh library school and former executive director of the National Commission on Libraries and Information Science. Bearman wrote a Dec. 15 letter to Attorney General Richard Thornburgh asking him to halt the program.

Pointing out that the FBI is asking librarians to violate the ALA Code of Ethics and possibly to break the law in states with confidentiality statutes, Bearman called the program "ineffective, embarrassing, and controversial." "I am appealing to you because of your long history of fairness and integrity to review this program," she wrote Thornburgh, "for it is certainly eroding the privacy and freedom of library patrons in our country."

**Dual MLS/JD program.** The Indiana University School of Library and Information Science (SLIS) has announced formation of a dual degree program in librarianship and law. Students admitted will be able to study simultaneously for the MLS and JD degrees.

Seven other SLIS dual degree programs exist, allowing study for the MLS and masters degrees in art history, comparative literature, history, history and philosophy of science, journalism, music, and public affairs. The library school also offers tracks emphasizing chemical information, music librarianship, and records management.

**Multiuser optical disc system.** Minolta has introduced what it claims to be the first optical disc system capable of supporting a variety of image and data functions at up to four keyboard/display workstations on a single personal computer. Systems requiring more than four workstations can use a PC local area network (LAN). Each workstation can also employ MS-DOS applications software.

The optical disc is a write-once-read-many (WORM) unit able

## RESULTS AL ASIDES

### MEDIA SPECIALIST STRESS

Library media specialists working in elementary sites reported "significantly more frequent problems with emotional exhaustion and stronger problems related to time and workload management than did their counterparts working in secondary sites," note the authors of a school-librarian-stress study summarized in the Winter 1989 *School Media Quarterly* (17:2). This comparison is one of several interesting sidelights offered by Sandra A. Benedict and Michael J. Fimian, who set out to provide operational definitions of occupational stress as experienced by library media specialists. They fashioned a Media Specialist Stress Inventory (MSSI) after an existing Teacher Stress Inventory, combined it with the Maslach Burnout Inventory, and surveyed media specialists randomly from a list of North Carolina public schools. Respondents totaled a "viable" 337 (42%).

The results indicated that media specialists are similar to teachers with whom they work in the nature and extent (mild to moderate) of stress experienced. Among identified stress factors, media specialists reported most stress related to time and work management and lack of professional support, and show stress most in cardio-behavioral manifestations (feeling one's heart pounding or racing, or experiencing rapid and shallow breath).

Media specialists without prior teaching experience, compared to colleagues with such experience, reported more frequent problems related to depersonalization, lack of personal accomplishment, and overall experiences of burnout.

The authors feel that the MSSI is shown to be a valid and reliable instrument for measuring occupational stress in media specialists, and advocate its use in a broader geographic sampling. "As the shortage of library media specialists becomes acute," they conclude, "it is imperative that the factors contributing to the stress perceived by these professionals be addressed."

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5. The Social and Political Status of Women in Britain, 1806-1936

6. Papers of M. Carey Thomas, 1814-1935

7. Women and Education, 1849-1921

8. Women, Literature and Reform, 1850-1890

9. Voices of the Women's Movement, 1850-1900

10. Women, Fashion and Society, 1861-1885

11. The Origins of Modern Feminism, 1870-1920

12. Women's Social and Political Emancipation, 1870-1929

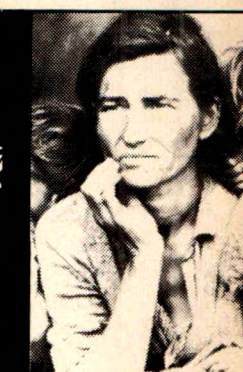
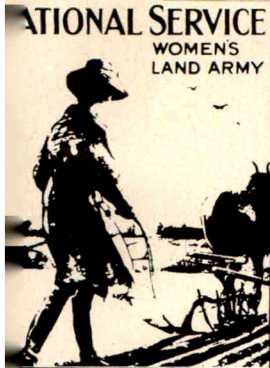
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## News Fronts

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## AL ASIDES SIGHTING



Since **Barbara Nugent** began serving at NYPL's Library for the Blind and Physically Handicapped, she has gone to great lengths to brighten her patrons' service outlook. For her tenacious advocacy of their needs, she has

become the first NYPL librarian to win a \$5,000 public service award from the Fund for the City of New York.

The award honors Nugent, the library's regional librarian since 1980, for spearheading a four-year lobbying effort for a larger, more accessible facility.

Crammed into 17,000 sq. ft. with no wheelchair access, the present facility lacks room to shelve much of the collection and cannot accommodate visitors without appointments. Nugent often helps carry patrons in wheelchairs indoors. Despite these drawbacks, readership has risen by 85% and circulation has doubled during her tenure.

Scheduled to open in summer 1990, the new \$17.5 million 56,000-sq.-ft. facility occupies five floors of an existing elevator building and will offer patrons accessible collections and adequate seating, with room left over for a recording studio.

An avid Brooklyn library patron in her high school days, Nugent became a librarian to spread her enthusiasm. She earned an MLS at Pratt Institute and got "bitten" by the special-services bug while working at New York State Library. Enjoying the "symbiotic relationship" with users, she chose part-time work at NYPL's Library for the Blind and Physically Handicapped when she relocated in 1971, rather than seek a full-time post.

Nugent downplays her lauded efforts as simply "putting forward the needs of users."  
—B.G.



**MORE THAN 100 ORIGINAL DRAWINGS,** watercolors, and illustrated books will make up an exhibition coming to New York Public Library May 27: "Nature's Mirror: 200 Years of Botanical Illustration." Above, Pierre-Joseph Redoute's hand-colored engraving of a rose for *Les Roses* (Paris, 1817-1824) and "The White



Lily," hand-colored engraving from Robert Thornton's *Temple of Flora* (London, 1799-1807) are among the images to be displayed. Three archives of botanical literature are participating: Royal Botanic Gardens, Kew (London); New York Botanical Gardens; and NYPL. The exhibit will run until Sept. 3.

**Haverhill plans for the homeless.** A new public library in Haverhill, Mass., will include a "community room," specifically designed for an estimated 150 townspeople who are homeless. Scheduled to open in 1992, the library is part of a \$6 million, 60,000-square-foot civic center. Library director Howard Curtis explained to *AL*, "The problem of homelessness is not going to just go away. We're one of the few places where these people are welcome." The room is an experiment, Curtis admits, "If it doesn't work, it can always be converted to a meeting room." Adjacent to a two-story skylighted foyer to be filled with plants, the room will accommodate 20 people, with sofas, easy chairs, a television, and a coffee maker. Reading materials—with emphasis on community social services—will include newspapers, magazines, and paperbacks.

**Writer dies in library van.** Terrence Lore Smith, author of the best selling *The Thief Who Came to Dinner* and the Leo Roi mysteries, died in a traffic accident December 7, 1988, while driving a Pikes Peak (Colo.) Library District van. Smith had been employed as a library courier for about a year. *The Thief Who Came to Dinner* was made into a 1973 film of the same name, starring Ryan O'Neal and Jacqueline Bissett.

His mother, Mrs. Charles Merrill Smith, has established a memorial fund in his honor at the Bloomington (Ill.) Public Li-

brary. Tax-deductible donations may be made to the Friends of Bloomington Public Library, Bloomington, IL 61701.

**Burned incunabula a mystery.** A dozen precious volumes printed before 1500 were burned after an apparent burglary attempt at the La Plata National University Library in Argentina, according to a recent explanation by Library Director Carlos Jose Tejo. Responding to a request for information from *AL* correspondents Hector Rodríguez Ares and Sean Morris, Tejo explained the July 1988 loss as follows: The books, kept in his office safe for security reasons, were encountered by common burglars hoping to find money; to avoid discovery, and, ignorant of the books' value, the thieves proceeded to burn the rare volumes. Among the titles, acquired by Argentina for the university in 1935, were classics printed in Venice, Milan, and Mainz. An article in the July 23 *Frankfurter Allgemeine* valued the loss at some \$18 million marks; but consultant Lee Ash told *AL* the list seemed to be non-unique items with a market value of less than \$1 million.

**Jeers to cheers.** Even before the Dec. 5, 1987 opening, the peach-and-pink *Crown Valley Library* was causing residents of

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## News Fronts

Laguna Niguel, Calif., to see red. A *Laguna Niguel News* poll reported that 73.5% of respondents checked the box describing the building as "dreadful." Many respondents added their own comments: "putrid," "really grotesque," and "a pink bullfrog" (*AL*, Dec. 1987, p. 889-892).

Among the library's loudest critics was *News* columnist Bernie Smith. But on Dec. 1, 1988, Smith recanted. "No corny jest, no hoary-headed chestnut, no drollery was

too feeble to hurl at this defenseless edifice," he wrote.

Although he still calls the building "bizarre-looking," the grandiloquent columnist now finds the library, "...quite acceptable. In fact, the dang thing is almost attractive." What changed his mind? The quality of services and materials offered by the library, an Orange County system branch directed by Renee Koontz.

**Book cages gone.** Librarian Paul Hennessey has removed the wire mesh and plywood contraptions used to cover adult reading in the Northwest Regional Library bookmobile in Newell, S.D. The school board voted in January to back Hennessey's decision. The cages had been used since 1982, when a parent complained about sexual material in the *Whole Earth Catalog* and the library agreed to cover certain books before stopping at the Newell School District. Hennessey told the Sioux Falls *Argus Leader*, "Covering them up just wasn't right. I couldn't do it any longer." The school board agreed to shift responsibility by requiring signed slips from parents who object to their children visiting the bookmobile.

**Soviet librarian freed.** According to a January bulletin from Amnesty International, Soviet authorities last May ended an eight-year ordeal for school librarian Hanna Mykhaylenko by releasing her



**THAT'S A LOTTA OTTER.** It took a hydraulic lift and a team of movers to pull the rug out from under the six-ton otter family that makes its home beneath the skylight in the Olympia (Wash.) Timberland Regional Library. The sculpture was moved so new carpet could be laid—part of a recently-completed \$50,000 refurbishing. Carved from jade serpentine stone by Tony Angell, mother, father, and baby otter have been returned to the atrium without mishap. Some 7,000 patrons a week pass the otters, often stopping to stroke the life-size replicas of Puget Sound's best-loved natives. Tony Angell is also the author and illustrator of books about Northwest wildlife.

from confinement in a series of state psychiatric hospitals.

Mykhaylenko's plight prompted U.S. li-

(*News Fronts cont'd on p. 272.*)

## AL SIDES THUS SAID

### MASHED & MISCELLANEOUS

Potatoes are like librarians. For too long they've been taken for granted. They've been perceived as steady, reliable, thrifty, sensible, and even somewhat plain. But beneath that modest surface lurks a secret soul...always ready for another adventure.—"Food," *Saturday Evening Post*, Jan.-Feb. 1989.

"Supercomputers have probably supplanted libraries as a key to whether you're a great university or not," according to Richard Cyert, president of Carnegie-Mellon University. ... Cyert was commenting on the joint venture of Carnegie-Mellon University, the University of Pittsburgh, and Westinghouse Electric Corporation in putting \$10 million in escrow [as a down-payment] for the new Cray 3 supercomputer to be introduced in 1990. —From *Online Libraries and Microcomputers* newsletter, Jan. 1989.

Scholars want what they want when they want it whether or not they know what it is they want.—Bill Ward, former president of the American Council of Learned Societies, quoted in *California Library Association Newsletter*, Dec. 1988.

Books will be published by phone in the future. Manuscripts can be sent electronically via telephone, printed on high-speed laser printers, and then bound. A 250-page book could be produced in as little as six minutes.—From *Outlook '89 and Beyond*, World Future Society.

"It's like taking out the garbage. It's not fun, but if you don't keep doing it, things can get pretty stinky." We thank CENTRO trustee Carol Parke for that contribution, which applies all too well to the recurring need to keep legislators informed regarding badly needed additional New York State aid for libraries. ... From *Refermat* newsletter, Central New York Library Resources Council, Nov. 1988.



### CHEMICAL BANKROLLS NYPL STAFFING.

Eight New York Public Library paraprofessionals have been awarded full scholarships to study for the MLS under a new Chemical Bank-NYPL program. The five-year, \$200,000 program recognizes outstanding employees

and will help NYPL meet staffing needs in services to children and teens, and community outreach. Recipients pledge to work in these areas at New York Public Library branches for at least two years after completing the degree.



# Nicaragua's libraries: A struggle for survival

War, hurricane, and earthquake have devastated the nation and its libraries. An American librarian reports from the beleaguered country.

by Ron Chepesiuk

**L**AST OCTOBER, GARY CARSON of Cleveland, Ohio, arrived in Nicaragua as part of a Quest for Peace convoy bringing food, medicine, and essential material to the beleaguered country. Carson, who describes himself as "a working musicologist with nine years' experience operating a half-dozen different computer systems," had made plans to teach a computer seminar to six teachers in Bluefields, a small town of some 15,000 inhabitants located on Nicaragua's east coast. But on October 21 Hurricane Joan struck the nation, devastating its eastern region and creating approximately 325,000 refugees (one in 10 Nicaraguans), including the entire population of Bluefields.

"I had come to Nicaragua to help the revolution and suddenly my plans were destroyed," Brown recalled. "But I knew that if I looked around I could find some place where I would be useful."

Having worked five years as a paraprofessional in the reserve section and three and a half years in the music library of an Ohio university library, Brown began scouting Nicaragua's libraries. He learned that the National Library had a sophisticated IBM computer, but only one member of the library's staff knew the bare basics of how to operate the system. Brown convinced the library director he could help, and soon he was hard at work setting up an ISIS computer program, developed and donated to the National Library by UNESCO.

"I realized that if someone with computer knowledge didn't help the National Library soon, it would be years before the

library would be able to enter the automation age," Carson explains. "Once the system is fully implemented, the National Library will be a much better library, and I will have done my small part to offset the damage done by the U.S.'s war of aggression against Nicaragua."

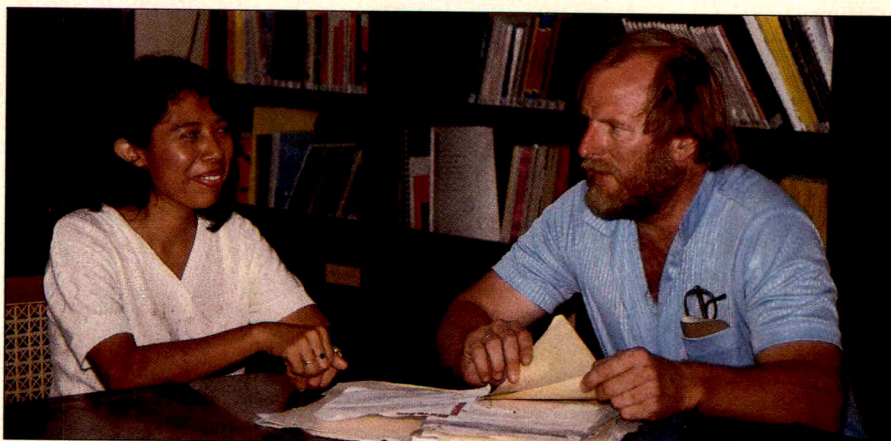
## Ambivalent relations

Listening to Carson talk in the technical services area of the National Library in Managua one blistering hot morning last November, I was reminded of how bizarre and ambivalent U.S. Nicaraguan relations were during Ronald Reagan's eight years in office. We are at war with Nicaragua; millions of American taxpayer dollars and thousands of Nicaraguan lives attest to that fact. Yet an American can fly directly from Miami to Managua, Nicaragua's capital, as I did recently, and enter the country as easily as any other in Latin America. Reagan repeatedly called Nicaragua's Sandinista government a Marxist-Leninist dictatorship and a threat to U.S. foreign policy interests and the stability of Latin America. Meanwhile, thousands of Americans like Gary Carson—librarians, engineers, tradespeople, educators, social workers, and others—have flocked to Nicaragua to

help offset the damage and havoc caused by the U.S.-backed contra war.

Many Americans—myself included—have asked: What is the truth about Nicaragua? A strong desire to find an answer to that question compelled me to visit Nicaragua for three weeks last November. As a librarian, I was eager to learn what our Nicaraguan colleagues thought about U.S.-Nicaraguan relations and the impact that the contra war and the 1985 U.S. trade embargo has had on their professional and personal lives and on Nicaraguan libraries and services.

During my stay, I lived with a poor family in a typical barrio, experiencing firsthand what day-to-day life was like in Nicaragua. I spent much of my time visiting libraries, including the National Library, the Central American University (UCA), the National Autonomous University of Nicaragua (UNAN), and the Children's Library. I talked with librarians as well as Sandinista officials, opposition leaders, and the man and woman in the street. Gradually, I began to put together a picture of Nicaragua that differed markedly from the one held by the Reagan Administration.



Author Ron Chepesiuk and Maritza Reyes, director of the Central American University library school.

**Ron Chepesiuk**, who prepared this special report for *AL*, is associate professor and head of special collections at the Dacus Library, Winthrop College, Rock Hill, S.C. He is also Latin affairs editor of the *Journal of Defense and Diplomacy*.

## Nationwide devastation

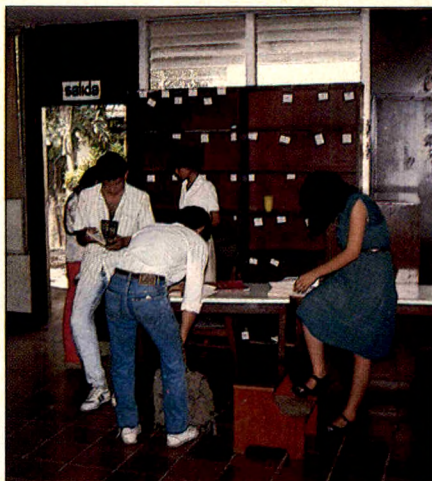
I arrived during one of the most critical periods in Nicaragua's history. Sandinista officials and foreign relief workers described Hurricane Joan as the worst natural disaster in the country's history, inflicting more damage than either the entire contra war or the 1972 earthquake that destroyed much of Managua. In addition to creating a large number of refugees, the hurricane caused \$800 million in damage, killed 116, seriously injured 178 more, and destroyed crops and the country's infrastructure. "We are not just talking about damages to just one crop or one area," explained Salvador Mayorga, vice minister of agriculture. "The destruction is nationwide. Years of development were wiped out in a weekend."

During my stay, library officials did not have enough information to assess the total damage to the country's library system, but in an interview in her office at the National Library, Myra Miranda, director of public libraries for the Ministry of Culture, expressed concern that the hurricane had wiped out most of the public libraries on the east coast, the area bearing the brunt of the hurricane's force. "Preliminary reports seem to indicate that not a library building is left standing on the east coast," she explained. "Books and other reading matter are probably floating somewhere in the Atlantic Ocean."

The disaster is another blow to a national library system that somehow manages to function despite inflation (presently at about 2,500% a year), shortages of equipment and supplies, and almost nonexistent budgets. During the three weeks I was in Nicaragua, the cordoba (the national currency) jumped from 1,600 to 2,000 to 2,300 to the dollar.

On November 19, prices doubled overnight. For a visiting American librarian who has brought dollars with him, the constant jump in prices will make a little dent in his pocketbook. But for a Nicaraguan librarian making between 35,000 to 50,000 cordobas a month (the standard pay range)—the equivalent of \$15 to \$22 a month—the spiraling cost of living just exacerbates the hardship.

The librarians I talked with were willing to accept the diminished status within Nicaraguan society that the country's struggle for survival has thrust upon the library system. As Maritza Reyes, director of the library school at UCA, explained, "Nicaragua is at war. A state of emergency exists here. Our country has to prioritize what is important. That means defense, health, and agricultural production will have to take precedent over library devel-



*Left, the circulation desk of the library at Central American University (UCA); top right, Nicaraguan Minister of Education Fernando Cardenal, who is responsible for overall development of the nation's libraries; bottom right, UCA Library Director Connie Mendez Rojas.*

opment. Therefore the government will never be able to satisfy the needs of the libraries. We realize it is necessary to look for other means than the government to fund our needs."

## Dependent on U.S. colleagues

Nicaraguan librarians have had to depend on the generosity and good will of their colleagues in the U.S., Canada, and Western Europe to survive. For every volunteer like Gary Carson who comes to Nicaragua to help, there are many other library professionals and paraprofessionals in the U.S. who have organized support groups and raised funds for books, equipment, and even buildings. "Our government provides money for personnel but for little else," explains Connie Mendez Rojas, head of the UCA library. "Our budget for next year [1989] is about 18 million cordobas [the equivalent of about \$8,000]. That's nothing. It doesn't give us enough money to maintain what we are doing, especially in light of the incredible inflation rate our country is experiencing right now. The UCA library has no acquisition budget. Most of our books come from donations from other countries. We are heavily dependent on the international community."

In the case of the library school at UCA, generous international support has led to the construction of a much-needed building to house classes and faculty and administrative offices. The building, made possible largely through grants from Swiss and Canadian library sources, will cost about \$50,000 U.S. dollars when com-



pleted. Reyes expected the building to be ready for use this past January.

Money and books are not the only things in short supply; librarians are also scarce. The UCA library school, founded in 1981, is the only one in Nicaragua. It has about 180 students who are being trained to fill openings at the National Library and the university, public, and school libraries. "It is difficult to get trained librarians to stay in Nicaragua," revealed Reyes. "Library school students get their degrees but eventually leave because the economic crisis is making it more difficult to live here. So there has been a professional drain. Librarians—like accountants, teachers, engineers, and others—end up leaving the country—many for the U.S.—and not using their degrees. It is a terrible waste."

Mendez, a 1985 bachelor's graduate of UCA's library school, estimates that 40% of her graduating class has already left the country. She says the professional shortage has severely restricted the ability of her library to provide good service. She has a staff of 14 to help maintain a collection of 40,000 books and to provide service to 2,500 students. But the only person on her staff having a library degree, other than herself, is the assistant director.

## No anti-Americanism

Despite the economic hardship, I detected no anti-American feeling. Librarians, like other Nicaraguans, make a distinction between the U.S. government and the American people. As Reyes explained, "Nicaragua's principal problem is the war of aggression caused by the U.S."

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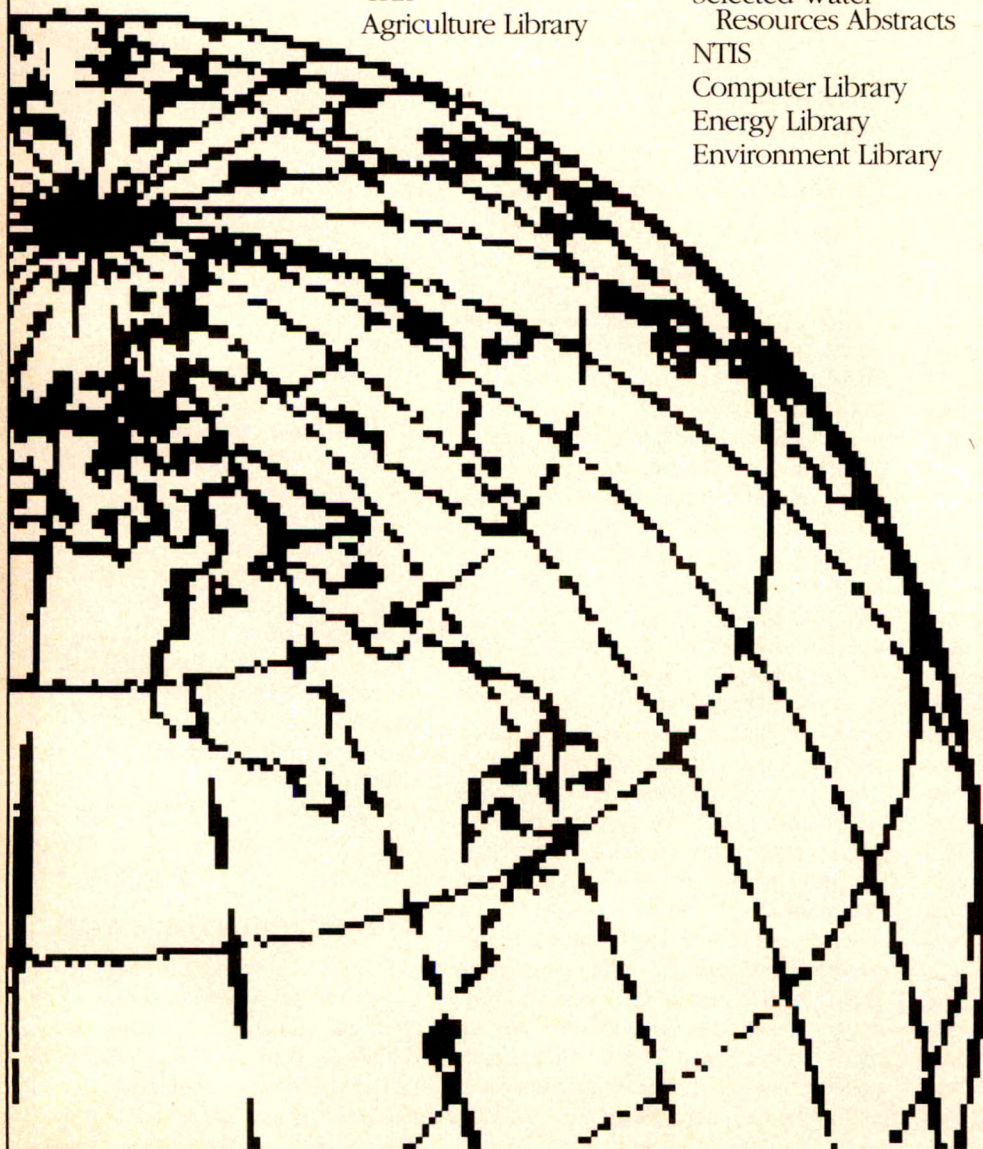
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### Nicaragua's libraries

trade embargo and its support of the contras. The U.S. government's policy makes it impossible to provide good library service for our people. How can your country be destroying us, while at the same time so many good Americans are coming here to help us? Many Nicaraguans find this contradiction difficult to understand."

Nicaragua's librarians say the U.S. has had a strong influence upon the country's library development. Before the 1979 revolution sweeping Anastasio Somoza Debayle out of power, several library educators and library professionals taught and worked in Nicaragua. Many came as Fulbright fellows. American, as well as other foreign librarians, held top-level administrative positions in Nicaraguan libraries. Not until 1978 did Myra Miranda become the first Nicaraguan head of the UCA library, while it was only in 1986 that Maritza Reyes became the first native head of UCA's library school. Ironically, in the midst of the contra war at least one Nicaraguan librarian—Mendez—has received her education in the U.S. A 1986 graduate of the University of Maryland library school, she became head of UCA's library last fall.

### Destruction in Managua

The December 23, 1972, earthquake and accompanying fires almost completely destroyed downtown Managua and severely damaged certain outlying districts. Most of the country's libraries are located in Managua, and nearly all were damaged. The National Library, for example, had nearly 300,000 volumes before the quake; but after the disaster, only 14% of the collection survived, and much of what remained was severely damaged. A substantial part of the estimated \$400 to \$500 million in aid that poured in came from the U.S. government and individual Americans.

Despite the tough times a deteriorating economic situation has imposed upon their professional and personal lives, none of our colleagues expressed any desire to return to the pre-1979 days of Somoza. This is remarkable given Nicaragua's economic facts of life: Fifty to 60% of the national budget goes for defense. An average worker makes less today than he did in 1978. Unemployment stands at about 30%. The material damage of the contra war is estimated to be a little over \$3 billion; translated into per-capita terms, that would mean \$240 billion for the U.S. Nicaragua's \$7 billion foreign debt is the biggest per capita in Latin America.

But Nicaraguans remember with bitterness how Somoza and his cronies pocketed most of the earthquake relief aid, leaving



*The new building to house the classes and administrative offices of the Central American University library school, funded largely through grants from Swiss and Canadian library sources.*

downtown Managua a plot of weeds and grass, and the city perhaps the world's ugliest capital. They say times may be tough, but the Sandinista government can point to many accomplishments. After the revolution, for example, polio was wiped out in three years, while within five years, the number of infants dying in their first year dropped 25%.

Nicaraguans talk with particular pride about the 1980 literacy campaign, which began four months after the revolutionary triumph. Prior to the revolution, the people in the country's rural areas had almost no education. An estimated 50% of the population was illiterate. The Nicaraguan government trained 60,000 youths and 30,000 adults from varying backgrounds for two weeks and then sent them out into the countryside for five months to teach the populace to read. Reports indicated that the campaign eventually cut the country's illiteracy rate to 12%. The literacy campaign earned the nation the prestigious 1981 UNESCO Literacy Award.

Fernando Cardenal, a Jesuit priest and the minister of education, who is responsible for the overall administration of Nicaragua's libraries, explained to me with pride, "No developing country has ever had the experience of lowering illiteracy so dramatically and quickly as Nicaragua did in 1981."

Critics of the campaign, most notably William Bennett, former U.S. Secretary of Education in the Reagan administration, charged that the campaign was highly politicized, in effect Sandinista propaganda. To this Cardenal replied, "The whole revolution [Nicaragua since 1979] is educational. We are trying to create men and women

with a sense of justice, brotherhood, self-sacrifice for other people and for society.... We are trying to close existing class divisions."

Nicaraguan librarians and government officials say the literacy campaign gave the impetus to whatever library development exists in the country. "There were not many public libraries in Nicaragua before the [1979] revolution," explained Fanny Alfaro, a spokesperson for the Ministry of Culture. "How could we have libraries if the people couldn't read?"

Alfaro says that today, in addition to the National Library and the two university libraries at UCA and UNAN, Nicaragua has 42 public libraries and 112 school libraries, and a special Children's Library. Founded in 1980, the Children's Library provides services to children up to 12 years old. "Children played a big part in the revolution," Alfaro explained. "Many died. So the government felt the country should show its gratitude by giving them something in return. That is why we have the Children's Library."

Despite the seemingly overwhelming problems, I found Nicaragua's librarians to be true professionals dedicated to providing the best service they can to their patrons under the circumstances. They remain optimistic the contra war will someday end and the country will be able to move from wartime to a peacetime economy. They hope that under George Bush's administration U.S. foreign policy will change. "There is still much to be done," explained Reyes. "We have problems in all areas. We just have to have faith in the future and hope things will get better." □

# (I learned it) through the Grapevine: Hypermedia at work in the classroom

Tom Joad (and John Steinbeck) would be amazed. *Grapevine*, developed by a librarian and a teacher, mixes text, images, and sound to help students understand *The Grapes of Wrath* in the context of its time. February's *American Libraries* introduced hypermedia—now see it at work.

by Robert Campbell



**"**IF I HAD KNOWN IT WAS an era, I would have paid more attention," said pop singer Helen O'Connell about the thirties. If we had known that a project we began in 1985 was to be an early salvo in a media revolution, we would have been impressed, too. English teacher Patricia Hanlon and I began the work simply to help her students with a research assignment relating to John Steinbeck's *The Grapes of Wrath*. It became *Grapevine*, a program that uses the Apple Macintosh computer with HyperCard and a videodisc to put the user in touch with the sights,

**Robert Campbell**, co-developer of *Grapevine*, agreed to draft this AL exclusive. A school librarian in San Francisco for 27 years, Campbell retired in 1987 and continues his work on *Grapevine*.

sounds, issues, and events of the United States in the 1930s.

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**"Bringing up the Gettysburg Address electronically is no harder than finding a reference to it."**

---

The medium may still be in search of a name that sticks. The term "hypermedia" fits it in some ways and not others. We prefer Apple Computer's term "interactive multimedia." This does not mean just the multiple use of various media—a media lab full of players and projectors has that; it means *the integrated use of multiple media in study, research, reporting, and presentation*.

Some innovations emerge from a

vision—like the laser, conceived on a park bench; others grow out of a need coupled with an opportunity—like radar, developed by the British in World War II. Most innovations are blends of the two. Our project derived from the need to do a better job of putting students on the trail of interesting and useful information in all its forms, starting with the school library. A larger vision soon emerged.

## **Needed: connections**

Pat Hanlon deliberately and instinctively connects literature to the world. As a school librarian I tried to help teachers and students make similar connections. We collected, and go on collecting, shelves and boxes spilling over with posters, videotapes, magazines, audiotapes, photographs, and books. But the relationship of three books illustrates the problem we decided to address. There was *The Grapes of*



Matthew Owens

*Grapevine* puts the user "in touch with the sights, sounds, issues, and events of the United States in the 1930s."

*Wrath* itself. In library terms it was connected to the world of its time by two threads: a catalog subject heading, "Migratory workers—U.S.—Fiction," and whatever knowledge teacher and librarian possessed on the subject.

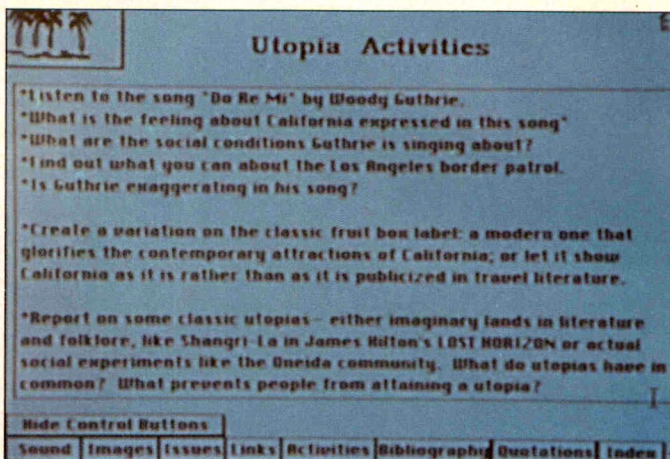
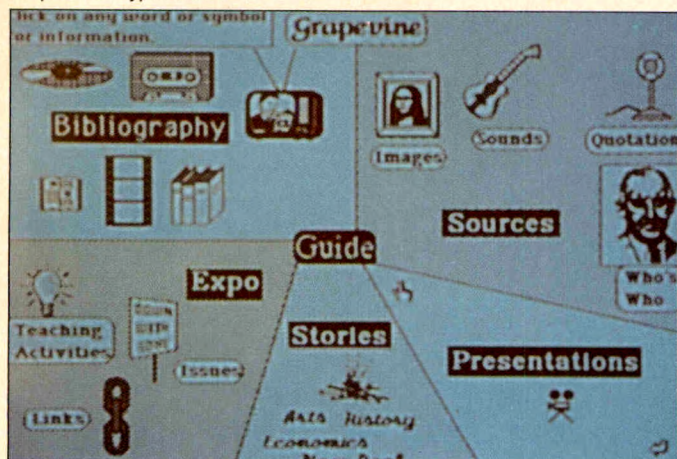
The second book was *American Exodus*, full of splendid Dorothea Lange photographs, her notes, and commentary by her sociologist/anthropologist husband, Paul Taylor. The third was *Dust Bowl Descent*, photographer/author Bill Ganzel's in-

spired notion of tracking down Dust Bowl refugees seen in the haunting photographs of Lange, Russell Lee, Arthur Rothstein, and the other Farm Security Administration photographers. To match the celebrated Lange photograph "Migrant Mother" with Ganzel's family portrait of the same people four decades later in Modesto is a powerful connection—touching, evocative, significant as sociology and history, and clearly relevant to the novel being studied. In the hands of a teacher like Pat Hanlon, it is a launching point for all manner of learning.

But the means to generate such connections, share them with students, store them (along with connections students discovered), build on them, and have access to them *next* semester, were inadequate. Handing books around the room is not very satisfactory. Showing hour-long video documentaries for the pertinent, worth-

while 90 seconds is inefficient. Annotated bibliographies help, but not enough. Even a card catalog rich with analytics and notes can generate superficial and ambiguous connections. Perhaps most telling, the arrow of time in the library points to the past. Ganzel points to Lange and Lange to Steinbeck, but the links from *The Grapes of Wrath* forward must be supplied by the teacher or serendipity. Or by a program like *Grapevine*.

Kristina Hooper, an Apple designer, enabled us to go beyond lamenting our limitations. She appeared at the school asking faculty, "How could a Macintosh help you teach?" Matching her possible solution to our perceived need entailed two years of after-hours work researching topics and experimenting with various databases. We were handed Hypercard just two months before its general release in August 1987. *Grapevine* is now a HyperCard program.



Grapevine links the sights, sounds, and issues of the 1930s, using still and moving pictures, text, and sound.

## Hardware

We assembled a workstation consisting of a Macintosh Plus computer with a 20-megabyte hard disk drive, keyboard, and mouse. We linked a Pioneer 4200E videodisc player and monitor to the Mac, arranging the components to permit easy viewing of both screens. Headphones provided sound. The videodisc player plays 12-inch discs, which differ in appearance from familiar CD-ROM compact discs only in size. CD-ROM proved to be inefficient for our purposes because sound requires enormous storage capacity—about 420K per minute. But the larger disc can store two monaural or one stereo sound track and on one side can hold up to 54,000 still images in black-and-white or color, or a half hour of motion pictures, or a combination.

Although we had to build our own workstation, I fully expect that preassembled workstations will be available in the near future. Mobile workstations will be available for use in classrooms, and projection devices to enlarge Macintosh screen displays will be part of the unit.

"...issues and events come to life: farm policy poured on the highway; the Federal Theatre becomes a 'living newspaper'..."

## Using Grapevine

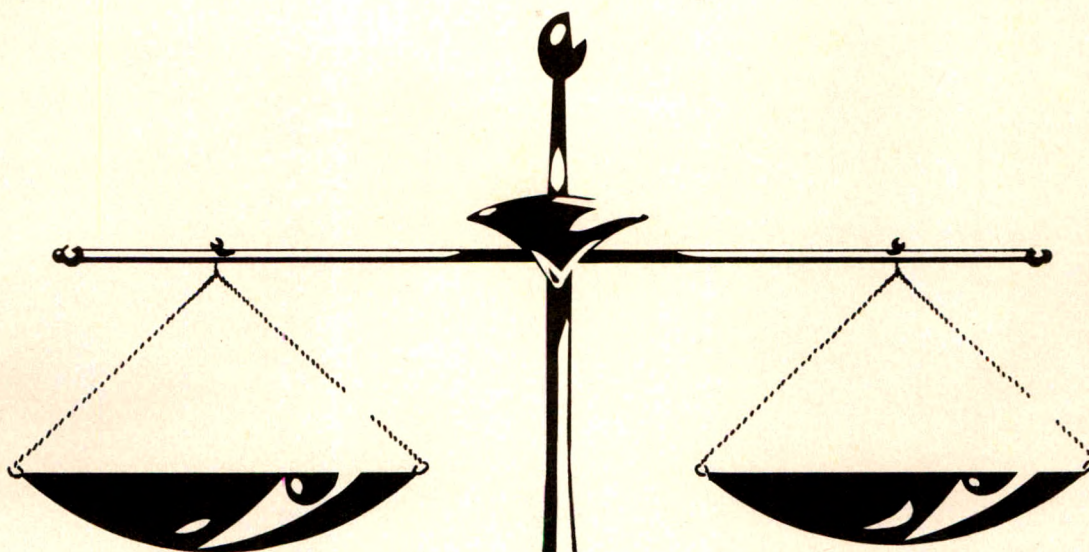
*Grapevine* is not yet available commercially. In time it will be pruned and groomed by a publisher and all the necessary copyright clearances and permissions will be obtained. When this is complete, I expect *Grapevine* to be available on several 3 1/2-inch disks, which could be loaded into a Macintosh's hard disk drive.

*Grapevine* is easy to use. Once the program boots up, patrons are presented with information and choices that allow them

to work independently. Those unfamiliar with the operation of the keyboard and mouse can be given a tutorial program. A series of explanatory computer screens present options for approaching the program: as a passive browser merely touring the data on 1930s America or as a time-traveling investigative reporter out to get the true story. A patron choosing the tour option is shown the Guide "stack." (The Hypercard convention is to think of each computer screen as a "card" and each related group of "cards" a "stack").

In Guide, the user sees the overall structure of *Grapevine* (Figure 1). She uses the mouse to move the cursor onto "Sources" to learn what this means. The chart shows greater detail, so she now "clicks" on one of the resources, "Who's Who," and learns that the stack contains information on Huey Long, Henry A. Wallace, Father Coughlin, and others. She stops to read about Eleanor Roosevelt. When she clicks the button "Click for pic," the video screen plays a segment of newsreel footage showing Roosevelt speaking about the small

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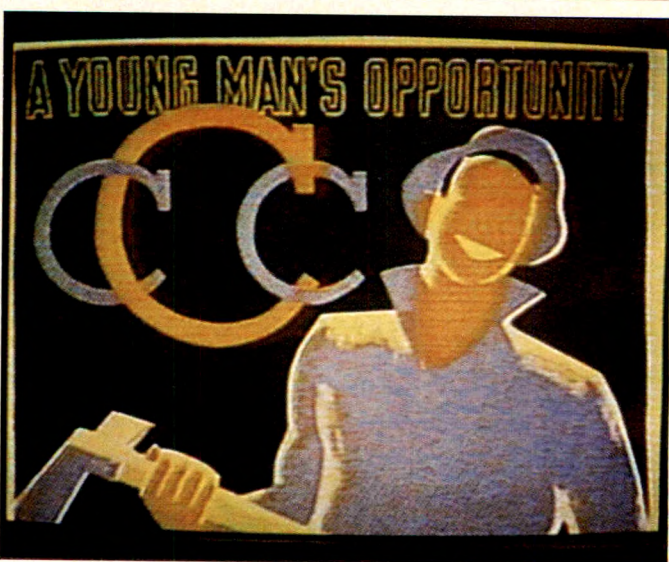
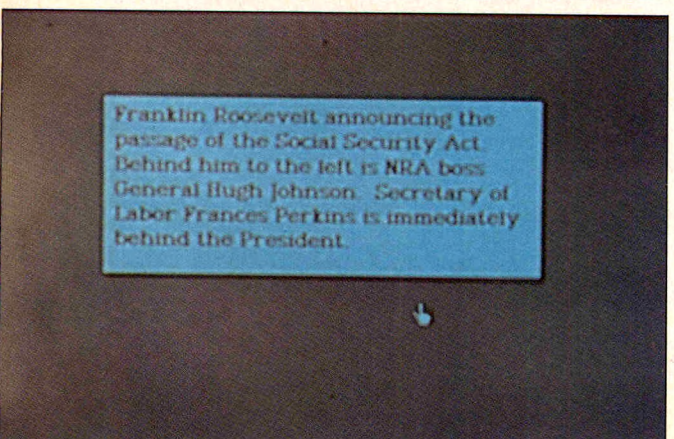
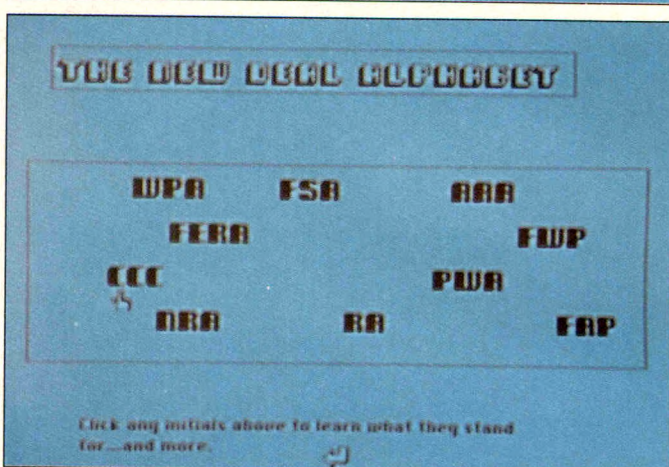
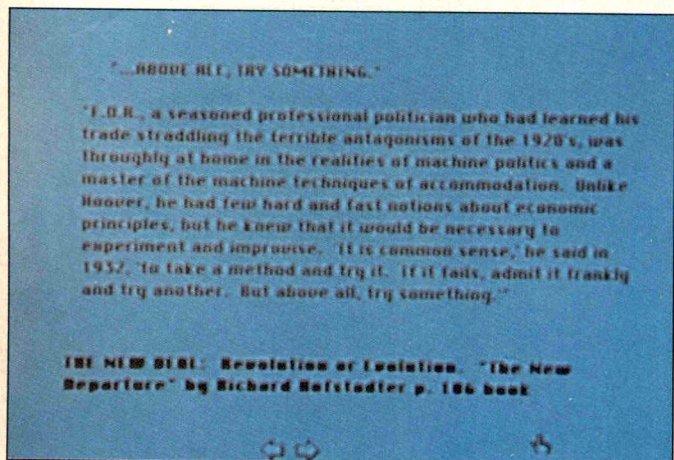
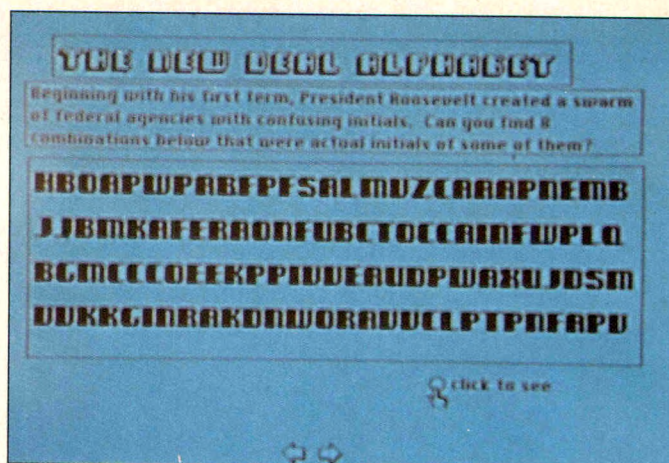
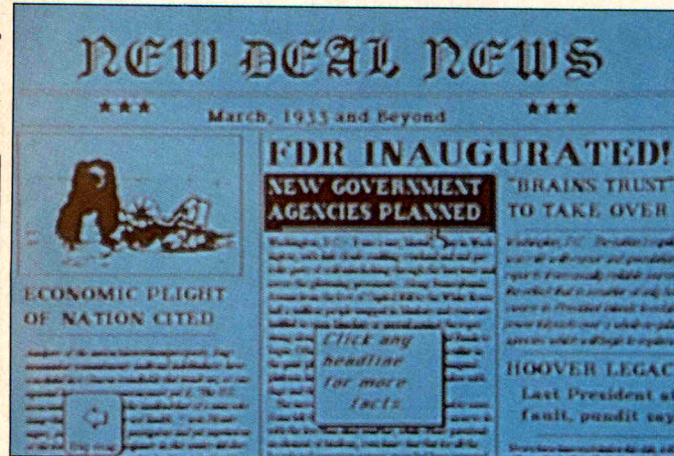
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## Fruit of the vine

The screen displays shown here demonstrate how a student might proceed through "Story," one of the choices in "Guide." Choosing the title AGENCIES generates a fictitious newspaper front page on the computer while the video monitor displays the NRA eagle.

Hitting the Return key produces Roosevelt's remark, "Above all, try something," which led him to develop the alphabet agencies. The story now shows FDR flanked by members of his "brain trust," while the computer monitor provides a caption for the picture.

A puzzle containing initials of some New Deal agencies and the puzzle's solution are also shown. Information about each agency is available by moving the mouse to the initials. "CCC" produces a poster advertising the Civilian Conservation Corps and information about it.

businessman and the National Recovery Administration (Figure 2). The sound comes from a track on the videodisc.

Remembering that this stack includes some games about people, the patron uses the stack index to find "Who Was What?"—a game played by calling up names of 1930s personalities and trying to match them with the short clues.

She leaves the game without ringing the gong, however, because she wants to further explore *Grapevine*. She returns to the chart in Guide, clicks "Expo," and finds 31 mini-essays on topics from agriculture to violence. She chooses "Utopia," clicks on "Activities," and reads suggestions for assignments and projects related to the theme of Utopia. The video monitor illustrates the theme by displaying a fruit box label—the kind that held out to generations of Americans, like Steinbeck's Joad family, a reachable paradise to the west (Figure 3).

The patron has just begun to scratch the surface. But even a cursory tour of *Grapevine* begins to make issues and events come to life: farm policy means milk deliberately poured on the highway; the Federal Theatre becomes a "living newspaper"; the Civilian Conservation Corps takes on a human face; the Joads connect with an extended family of real people; FDR is no longer just a visage for a postage stamp, he is perhaps a savior or a monster.

### Multimedia in the library

Multimedia programs such as *Grapevine* will not replace libraries. On the contrary, library holdings will be more richly interconnected, and therefore more useful.

However, even librarians who already use optical disc technology will have to consider configuring, grouping, or linking VCRs, optical disc players, computers, sound and image digitizers, and other hardware, or selecting preassembled workstations as they become available. Librarians will become adept at using and interpreting multimedia. Patrons, used to passively using one medium at a time, will need help merely to visualize the possibilities of interactively manipulating text, images, and sound.

Librarians, teachers, and students will add to programs like *Grapevine*, modify them, and even create new programs. Universities such as Drexel, Stanford, and Brown currently have facilities for creating instructional multimedia programs to instructors' specifications. Secondary schools are less likely to enjoy such services, but HyperCard and *Grapevine* are so accessible that teachers will have a whole range of options, from using the program as is, or simply typing new data into for-

matted cards, to employing the scripting language HyperTalk. Students will go beyond the traditional term paper when they realize they can employ the vocabulary of images and sounds formerly available only to publishers and media producers. It's as if a diner in a restaurant had access to the kitchen.

This new medium will give librarian and user much richer access to the content of holdings. The distinction between the index and the things indexed will be reduced. Bringing up the Gettysburg Address electronically is no harder than finding a refer-

ence to it. Since a library is valuable as a web of meaningful connections, an innovation that makes it possible to find, store, and reveal such connections more richly and flexibly than ever before could transform the library. □

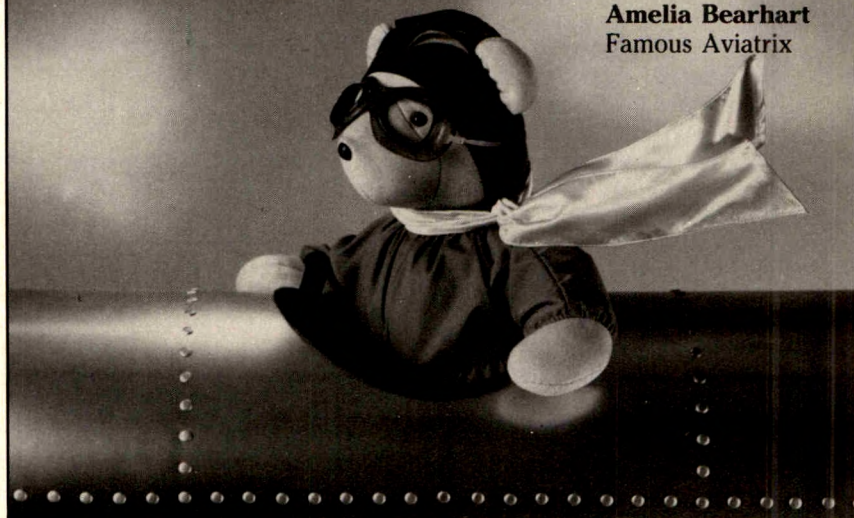
### Notes

1. *Interactive Multimedia*, edited by Sueann Ambron and Kristina Hooper. Seattle, Wash., Microsoft Press, 1988.
2. Rogers, Michael, "Here Comes Hypermedia," *Newsweek*, October 3, 1988.
3. Young, Jeffrey S., "Hypermedia," *Macworld*, March 1986.

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# reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

*American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or may be edited to fit space. Letters can be faxed to AL at 312-440-0901.*

## Women's struggles give hope

I WOULD LIKE TO COMMENT ON Patrick A. Hall's article, "Yassuh, I's the Reference Librarian" (Nov., p. 900-901). As a librarian, I sympathize with his feelings when he faces the absurd obstacle of color intruding between him and the public he serves. As a white woman, I share those feelings with him. Women's experiences have been no less discouraging than his, but improvements in their status have become visible, and perhaps he can take heart if he looks at them.

A woman has physiological disadvantages that no quantity of baby sitters and nursery schools can compensate for. Women seem to have realized early on that they had to be good—in fact that they had to be better—in order to compete. They were certainly entitled to indulgence on the grounds of the inescapable demands of motherhood, but they agreed on emphasizing superiority of performance, rather than natural handicaps and physical inferiority.

The rate of advancement of women under law and in the professions was slow, and is so still. Remember that black men achieved the vote long before women, black or white. Today it is possible to say that, by and large, women have advanced (as far as they've come) on their merits; they've treated their traditional second-class status as an opportunity, rather than as a sentence to ineffectiveness. This is just as true of black professionals, but sometimes it's a difficult opportunity for them to recognize and seize and profit by. I hope Mr. Hall hangs in there; I hope he appreciates his own competence even when the public doesn't.

DOROTHY STEHLE, ALA member,  
Washington, D.C.

## Female librarians face stereotyping

IN RESPONSE TO PATRICK A. Hall's "Yassuh! I's the Reference Librarian!", white reference librarians do face many of the same or similar situations—at least, white female librarians do. Sex-related stereotyping is the single greatest problem we face, and may be largely responsible for our non-professional image and salaries.

We are continually called "darling," "honey," and "doll." I have been told that I look "real sweet—just like a real librarian";

the patron could not understand why I did not thank him for the compliment. Patrons comment on our clothes, hair, and makeup (or lack of it). We are never asked if we have degrees—the assumption is that we do not. We are not professionals providing a service, we are "real sweethearts" doing "favors" for people.

May I suggest that parents would not have been uncomfortable with a black female children's librarian? And that they are extremely uncomfortable with female directors?

Rather than arguing that one group is discriminated against more than another, it would be a better use of our time to work together to improve the image of all librarians. Mr. Hall's suggestion that we become more visibly involved in social issues should be taken seriously. I would also like to urge that ALA form a highly visible "professional image" committee aimed at improving our image in the mass media as well as in the library. After all, how many other professionals are told that they are "too young and pretty" for their chosen career?

SUZANNE STAUFFER, ALA member,  
Long Beach (N.Y.) Public Library

## A boost for Bibliotecas

I AM WRITING TO THANK YOU FOR publishing the article about my work with orphanage libraries in Central America (Nov., p. 838).

The article inspired several of your readers to forward significant financial contributions to Bibliotecas. I was overwhelmed to receive two large checks, one for \$150 and the other for \$500. In both cases, the checks arrived with only the donors' names and return addresses—no accompanying note, nothing. Yesterday I received a letter from a young woman in Taiwan asking for advice about working in orphanages in Honduras; a reader had sent her a copy of your article.

I hope these little tidbits bring a smile to your face; they have brought a giant one to mine and much joy in the long run to the desperately needy orphans in Central America. On behalf of them, the staffs and our board, I thank you from the bottom of my heart.

BETSY MCWILLIAMS, ALA member,  
Bibliotecas, Inc., Cleveland, Ohio

## Job market: Author stands firm

PLEASE ALLOW ME TO ADDRESS some of the rebuttals (Dec., p. 946-952) to my September article on the library job market. First, the matter of my small-scale survey of the number of applicants for six professional positions caused Learmont and Van

Houten, and Eike, to object. Their statement that more jobs are available than people to fill them constituted a null hypothesis, for which one case of a position with a large number of applicants is sufficient to reject. Six such cases only strengthen the rejection of their null hypothesis.

Also, Learmont and Van Houten's study, as defended by them and by Seavey, is inaccurate for the very argument that the authors cite: that there are many reasons why graduates aspired to the positions they did, and that generalizations are therefore inappropriate. Also, graduates who did not obtain positions may be reluctant to admit it in a survey, especially when told that many positions exist. Therefore, all that one may conclude from the statistics in question is that fewer than 34% of graduates are documented as having found professional positions quickly; nothing can be reasonably generalized.

Bobinski's letter is absurd; the fact that many libraries do not need to advertise to find qualified professionals supports my view of the job market, not his.

Further, Seavey's article is baffling. He states that the job market is better than it has been in years, and that my view of a dismal future for new graduates is unrealistic; yet he then advises job seekers to "be geographically mobile" and to "be patient." If the market were as open as Seavey believes, such mobility and patience would obviously be unnecessary. I stand fully behind my article.

J.C. BENNETT,  
Eastern New Mexico University library,  
Portales

## Scrimmage over image

RE: "THE IMAGE AND WHAT YOU can do about it in the Year of the Librarian," by Linda Wallace (AL, Jan., p. 22-25):

Poppycock and Hogwash!

Why are librarians so worried about images? Why are so many librarians so sensitive? Where is *your* sense of humor—and I stress *your* sense of humor; perhaps as one who does not mind laughing at himself, I am an outsider librarian!

We are not the only ones with an image problem. Bankers (of which there are many in my family), clergy, and nurses are only three examples of groups who have far worse image problems than librarians. Do they worry? No, at least not officially.

As for the librarian who wrote that she wondered if she would have chosen to become a librarian *had* she realized how frequently she would be subjected to cracks, she should apply the technique I used when I served as a Catholic high school librarian for nine years: sarcasm. I met every verbal cut

with another; this almost always "shuts up" the errant student. And imagine the scorn and teasing I knew I'd face when I walked into that environment: A young, male, Southern librarian entering what had previously been reserved for older females, *nuns* to boot! My presence gradually erased that old-fashioned image, and really improved the image of the librarian, at least locally.

As for our attire: Has anyone stopped to think that the reason some of us dress so blandly is because we can't *afford* any better on our librarians' salaries? My personal wardrobe has improved over the years thanks to a few moonlighting jobs, but I still make no apology for ordinary attire—nor do I apologize for the bland attire of some of my peers.

Let us all stop worrying about our images and get down to the truly important tasks of getting the best quality literature and other media to our patrons; let's all loosen up a bit and stop snapping at the teenagers who enter our domains; let's laugh *with* the ignorant people who tease us, then turn around and try to help them become better-educated, better-informed, more well-rounded individuals!

FRANK LEWIS,  
Address withheld by request

### Image a by-product of wages

I FOUND LINDA WALLACE'S ARTICLE on "The Image" interesting not for what it said, but for what it did not say. In a society that values image over substance, it is not surprising that professional librarians are concerned with our own seemingly low image. These negative advertisements are not dissimilar from the notorious Willie Horton advertisements of the past presidential campaign. The idea of an advertising campaign to improve the image of the professional librarian is not unlike Dukakis' approach to the Willie Horton campaign advertisements. These counter-campaigns avoid the issues. Negative imagery is a product; the issue lies in the political-economic values of our society.

Librarians are paid incredibly low wages for the amount of education they have attained and the responsibilities they hold. Unless we attain salaries commensurate with our levels of education and responsibilities, we have little hope of improving our position in a materially oriented society.

To demonstrate the importance of our profession, it is perhaps more appropriate for librarians to call a general strike rather than call the nearest advertising firm. A general strike or work slowdown in conjunction with a mass educational campaign would demonstrate the importance of access to the information. We might improve not only our salaries but also our image.

The library profession's commitment to providing resources to people regardless of their class, ethnicity, or age is not an image; it

is a reality. We are a profession which provides people with a vast array of knowledge in an attempt to untangle the images before them. It is time we begin to untangle our own image by confronting the true issues of control—control over images, information, and our salaries.

CAROL L. MITCHELL, ALA member,  
Northern Illinois University library,  
DeKalb

### Praising a library Page

IN THE JANUARY *AMERICAN LIBRARIES* (p. 25), Linda Wallace describes Richard Page, who was instrumental in creating the ALA "Ask a Professional" campaign, as having formerly been employed by the Arrowhead Library System in Janesville, Wis. I wish to set the record straight.

It is with a certain amount of pride that the Indianhead Federated Library System lays

claim to providing six years of library employment for this chain-smoking, wisecracking, late-rising, extremely creative chap. Arrowhead Library System, fine organization though it is, cannot claim to have unleashed this force upon the library world.

By the way, to the growing crowd of Richard-watchers, his background is art, specifically design. He is not a librarian, as has been claimed in another library periodical.

MILTON MITCHELL, ALA member,  
Indianhead Federated Library System,  
Eau Claire, Wis.

### Disagreeing in principal

I'M WRITING TO TAKE ISSUE WITH a college library administrator who states in the January Reader Forum (p. 27), "a teacher might aspire to become a principal, but such possibilities do not exist for school librarians."



"No really Jerry, we can go to dinner and go dancing anytime, and I thought the tour of your cataloging department was very nice and your explanation of cutter numbers most enjoyable."

Richard Lee

That is patently untrue, especially in our state. As a school library administrator, I know of several colleagues who have gone on to become successful school principals. As school media specialists, they acquire budgetary, management, people, and curriculum skills which make them viable candidates for such a position.

With the school media field needing many new candidates in the next few years, we don't want false information such as this to deter potential candidates from this worthwhile and demanding career.

PEGGY SCHMIDT,  
Farmington (Mich.) Public Schools

### "Knowers" or "info-handlers"?

AS A BRAND-NEW ALA MEMBER, I was stimulated by Michael Gorman's provocative challenge to drop the "information" labels and return to "knowledge" as the basis of our profession (Jan., p. 81-85).

If we wish that the library profession could retreat into the more perfect state of being *knowers* rather than *information handlers*, are we not trying to live in a romantic mode? The exhortation to return to the "true values of our profession" obfuscates at worst and romanticizes at best. One aspect of romanticism is the wish to return to a earlier, more noble state, less dependent on machinery and more in tune with nature and the individual. It might be nice, but is it possible? Can we as a profession profess to aspire to the status of "knower"? We may merely discredit ourselves or seem immodest by saying we can deliver knowledge; this may in such a complex world be an impossible task. Why not accept that most of us cannot be "Renaissance men or women" and that our professional goal is to deliver information?

Perhaps the word of information science sometimes is a "dreary morass," as Gorman

terms it, but whoever said that the present world is a bed of roses? To escape this "dreary morass" may be viewed as escapism; and any form of escapism has its price. To return to the pre-information science days of librarianship may not be acceptable for our profession. As a present-day teenager might put it, information has been invented. Knowledge is something we can aspire to, just as we can to wisdom; but our library schooling must still train us in *information* retrieval. Knowledge may be acquired through years of schooling and study, but we as librarians must first answer to professional demands: being useful in organizing and locating information, upon which "knowledge" can be based.

TIINA KURMAN, ALA member,  
Western Illinois University library, Macomb

### A *bo geste* at Michigan

IT'S ENCOURAGING TO SEE ATHLETIC coaches associate themselves with reading and libraries. Your January "AL Aside" (p. 15), however, is guilty of one notable omission: There is no mention of Glenn (Bo) Schembechler, Michigan's successful and highly respected coach and athletic director.

Several years ago, Bo approached the library with a proposition. He wanted us to expand the study space available to his football team in the Undergraduate Library. We supported his objective, but we were unwilling to assign precious study space to such a small number of students. The Undergraduate Library staff worked out a compromise that eventually gave birth to the Academic Resource Center (ARC), a facility which provides tutoring, instruction in the use of microcomputers, and instruction on information-gathering strategies. The ARC is staffed by specialists from the Center for Reading and Study Skills and by Peer Information Counselors working under the direc-

tion of Undergraduate Library professional staff. The center's hours are designed to accommodate the special needs of athletes while remaining available to other undergraduates who seek the services of the center.

Bo has also helped the library by lending his name to a fund-raising effort called "Ticket to Excellence." In this effort he shared billing with one of the campus's most distinguished historians, Sidney Fine. It was a marvelous blending of athletics and academics.

There are numerous reasons why a coach might desire to be associated with the campus library. Cynics might say it is only a recruiting ploy, but that is not the case with Bo. Bo understands the importance of stressing academics when he is recruiting, and he *knows* that it is in his best interests to see that his players receive a worthwhile education while at Michigan; parents of athletes don't want their children exploited.

One does not have to be associated with Bo Schembechler for long to understand that academics are important to him and that he cares about the future of his players long after they've left the gridiron. The library, in his view, has an important role to play in developing the full potential of student athletics.

RICHARD M. DOUGHERTY, ALA member,  
University of Mich. library school,  
BARBARA MACADAM, ALA member,  
University of Michigan library,  
Ann Arbor

### Applauds AL changes

I APPLAUD THE CHANGES IN YOUR January *American Libraries*. I found it very pertinent, yet readable. I even whipped out my highlighter to keep the particularly valuable items from fading into the oblivion of other professional reading.

LINDA BRAMMER, ALA member,  
Cecil County Public Library,  
Elkton, Md.

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## Serials and CD-ROMs; "No Smoking" policies

**Q.** Has any library coordinated their serial holdings with a CD-ROM index such as ERIC or Wilsondisc so that search hits actually in the library serial holdings are flagged or highlighted in some way? What are the possibilities or problems with this idea? *David Trithart, Reference Department, Potsdam College of the State University of New York, Potsdam, NY 13676-2294. (AL, Oct., p. 818).*

**A.** We do not have a CD-ROM player or any CD-ROM indexes in our library at the present time, but we faced a similar question recently. We perform many computerized searches for our patrons in files available from the National Library of Medicine, Dialog, and BRS. I sought a way to key our search results to our journal holdings.

I explored using several citation manager programs including Reference Manager, Pro-Cite, Sci-Mate, and Bib Tools. None of these packages provided a way to compare retrieved citations with a list of the library's journals. I decided to write the software I wanted.

I began using a crude version of my program in April and have since implemented many improvements. The current version operates only on searches downloaded from MEDline and related files searched on NLM, and only after the searcher has disconnected from the system. The program could easily be adapted to work with other databases and vendors or with CD-ROM retrieval. I call the program MATCH'EM.

The latest operational version of MATCH'EM strips all searcher interaction from the results and leaves only the citations. The journal title is extracted and matched with the list of journals available at the Medical Center Libraries. As matching is completed, the results are printed under control of the program with a mark placed next to available titles telling patrons which one of the three Medical Center Libraries has the journal.

We have had no problems since implementing MATCH'EM. Our patrons recognize that the program saves time. Requestors can quickly tell which items are available and which would involve interlibrary loan. Some of the journals which had been less heavily used are used more frequently now, since MATCH'EM unfailingly marks every available citation—something the patron may not always do when required to check for library holdings manually. *Larry Rizzo, Associate Director, Automation and Information Services, Los Angeles County/USC Medical Center Libraries, 1200 N. State St., Los Angeles, CA 90033.*

### Added A's to previous Q's

**A.** An article which may prove helpful to the community college library asking about the spine-marking method of weeding (*AL*, Sept., p. 728) appeared in the Fall 1982 issue of the *LLA Bulletin* (*Louisiana Library Association Bulletin*) (45:2, p. 73-77). The article, entitled "A Deselection Project at the Louisiana State Library," was written by Gary L. Ferguson. Although the project took place in a state library, some of the planning procedures may also be applicable to a community college library. *Gerard Lawless, Graduate Assistant, School of Library and Information Science, 267 Coates Hall, Baton Rouge, LA 70803-3920.*

**Editor's Note:** For further information on the spine-marking method of weeding collections, the chapter entitled "The Spine-Marking Method" in *Weeding Library Collection—II* by Stanley J. Slote (2nd revised ed., Littleton, Colo.: Libraries Unlimited, 1982)

provides an excellent summary of the advantages and disadvantages of the method as well as an overview of the procedure, a discussion of staff training considerations, various sample forms to use in the process, and a step-by-step outline for carrying out the weeding process. An article written by Marian Poller and summarizing one library's experiences using the Spine-Marking Method appears on pages 179-183.

The book contains information on all aspects of weeding, a review of the literature on weeding, a discussion of library standards relating to weeding, and a chapter on core collections for all types of libraries. —E.M.

**A.** To deal with the issue of patron privacy (*AL*, Feb. p. 126), Phoenix College uses both the section on library records from the Arizona Revised Statutes and a set of guidelines our staff has devised. (a) Except as provided in subsection B, a library or library system supported by public monies shall not allow disclosure of any record or other information which identifies a user of library services as requesting or obtaining specific materials or services or as otherwise using the library.

(b) Records may be disclosed:

1. If necessary for the reasonable operation of the library.
2. On written consent of the user.
3. On receipt of a court order.
4. If required by law.

(c) Any person who knowingly discloses any record or other information in violation of this section is guilty of a class 3 misdemeanor (*Arizona Revised Statutes*).

The following information is not to be revealed to anyone other than Phoenix College librarians and full-time Phoenix College library staff. It is not to be revealed to patrons, faculty, administrators, other student assistants, police, credit bureaus, etc.:

1. Patrons' names, addresses, or telephone numbers.
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4. What items a person has checked out may be revealed only to the person himself or herself.
5. A person's debts may be revealed only to the person himself or herself. If a question is received from the Cashier's Office or Admissions and Records, a clerk or librarian will handle it.
6. How the security system works and what items have been targeted. *Carita M. Culmer, Circulation Librarian, Phoenix College, 1202 W. Thomas Rd., Phoenix, AZ 85013.*

### A's without previous Q's

Since so many libraries have implemented "No Smoking" policies, the following example may be helpful to those trying to establish written guidelines to handle the situation.

A new "Smoking/Clean Indoor Air Policy" adopted by the Akron-Summit County (Ohio) Public Library will prohibit smoking and the carrying of lighted smoking materials in all ASCPL facilities and vehicles, beginning in March 1989. Smoking on ASCPL property will be permitted outside only for staff and patrons alike. The policy applies for both working and non-working hours. Ashtrays will be removed and "No Smoking" signs will be posted in all facilities. (Continued on p. 210)

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## Action Exchange

(Continued from p. 209)

ASCPL will not terminate, refuse to hire or in any way discriminate against an employee or applicant for employment in regard to the employee or applicant's smoking preference providing that the employee or applicant exercises his/her smoking preference in accordance with the ASCPL Smoking/Clean Indoor Air Policy.

The library will assist employees in locating smoking cessation programs and will also, on a one-time basis, provide full tuition reimbursement and released paid time up to a total of 10 hours to attend the programs. *Patricia Latshaw, Community Relations Director, Akron-Summit County Public Library, 55 S. Main St., Akron, OH 44326.*

## Over to you

**1.** Have any high school libraries tried staying open in the evening one or more nights a week on a regular basis? We've tried it as an experiment around term paper time with inconclusive results. What services did you provide? What was the response of students and faculty? How did you handle staffing? (Calif.)

**2.** Have you solved a problem, tried a new technique, developed a strategy, or found a uniquely helpful resource you'd like to share with our readers? If so, we'd like to hear from you. Please send tips, solutions, and answers to the address below. —E.M.

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's & A's become *American Libraries*' property and may be edited. Please include your name, address, and position. Write to Emily Melton, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.



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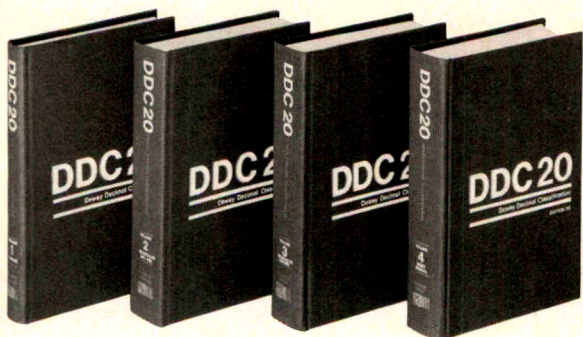
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All ads received by March 6 will appear in the April LEADS.

Ads received by April 5 will appear in the May LEADS.

# Career LEADS

american libraries classified ads

Beverly Goldberg, ed.  
Debbie McDade, asst. ed.

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## LATE JOB NOTICES

BEGINNING MARCH 10, call 312-944-6780 x326  
for April issue. Listings taken AS SPACE PERMITS.  
20 lines maximum (approx. 50 spaces per line).  
ALA organizational members receive 17% discount.

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**COMPUTER SYSTEM MANAGER.** Using VTLS software, HP 935 hardware. Exp. preferred. Excellent location, community, fringe benefits. Salary: \$20,000-\$30,000. Contact: Russ Walker, Upper Arlington Pub. Lib., Columbus, OH; call collect 614-486-0900.

**COLLEGE ARCHIVIST/SPECIAL COLLECTIONS LN.** Dickinson College seeks a creative, energetic archivist/ln. to assume resp. for its archives & special collections dept. housing historic & contemporary records from all divisions of the college plus rare books, photographs, & over 400 manuscript collections. Position involves continuing collection development & preservation, work w/Friends of the Lib., provision of direct services to faculty & students through a busy instruction program, liaison with several acad. depts., & active participation in the collegial management of entire lib. MA in history & ALA-accred. MLS pref., or advanced degree in history w/significant archival exp. Previous work w/AMC format highly desirable. Salary: \$26,500 or higher, dep. on qual. Full benefit package. Available July 1. Closing date: April 15. Send letter of appl., vitae, & 3 letters of recommendation to: Ella Forsyth, Chair, Dept. of Lib. Resources, Dickinson Coll., Carlisle, PA 17013. Will interview at ACRL in Cincinnati. AA, EOE.

**LIB. DIRECTOR.** Defiance College is seeking a lib. dir. to assume leadership of the Anthony Wayne Lib. (100,000 vols.) on Aug. 1. The successful candidate will have acad. lib. exp. at a resp. level. MLS req'd., w/an additional subject master's & willingness to teach preferred. Position reqs. familiarity w/automation systems, exp. in bibl. instruction, AV knowledge, & ability to supervise the curriculum mat'ls. center. Candidate should have interest in becoming involved in interdisciplinary approaches to undergrad. ed. Salary range: \$30,000-\$33,000. Interested persons should submit a letter of interest, resume, transcripts, & 3 letters of ref. or the names & ph. nos. of 3 ref. by March 29 to: Richard Weeks, Academic Dean, Defiance College, 701 N. Clinton, Defiance, OH 43512. Defiance College is affirmative-action, equal-opportunity employer, & particularly solicits the applications of minority & female candidates.

**MANAGER OF INFO. SERVICES.** If you have an MLS & at least 2 yrs.' prof. lib. pub. services exp. incl. database searching, you may be eligible to learn how to manage in an innovative & service-oriented nontraditional acad. lib. environment helping a leading technological univ. build tomorrow's

lib. Manage budget, persnl., & resources of principal lib. div. which includes ILL, article retrieval service, online database searching, & trad'l. ref. services. Excellent ben.: for example, tuition remitted; e.g., MS management sci.; new lib. bldg. under design; new PS/2 microcomputer & software; salary mid to upper \$30s; private office; cutting-edge technology; oppty. to learn LAN, Fax, Dialog, OCLC, DOBIS, Word Perfect, Lotus 1-2-3, dBASE IV, Prosearch, 9 CD-ROMS, etc. Add'l. qual.: people-, service-, & results-orient.; innovative, resourceful, energetic, prof., & fast learner; excellent written & oral communication skills. Engineering or sci. background not req'd. Immediate opening. Send ltr. of appl., resume, & ref. to: Richard Sweeney, Dean, Polytechnic U., 333 Jay St., Brooklyn, NY 11201.

**REF. LN.** Reports to coordinator of ref. & circulation services w/responsibilities incl. collection development, ref. services, & evening/weekend supervision. Qual.: ALA-accred. MLS, good oral & written communication skills, previous ref. & supervisory exp. preferred, genealogy exp. desirable. Beginning salary range: \$17,000-\$22,000 per annum plus fringe benefits. Flexible schedule incl. evenings & weekends. Position available immediately. Appls. considered until position filled. Send letter of appl., resume, & 3 prof. ref. to: James Cline, Coord. of Ref. & Circ. Services, LaPorte County Pub. Lib., 904 Indiana Ave., LaPorte, IN 46350.

**PUBLIC SERVICE LN.** w/resp. for children's & YA services incl. collection development, mat'ls. selection, & programming, plus ref. & readers' advisory. 40 hrs. per week w/some evenings & weekends in rotation req'd. Must meet State of Michigan cert. requirements. BS in lib. science &/or ALA-MLS req'd. Salary: \$16,000-\$18,000 plus ben. Available April 1. Appl. deadline: March 20. Send ltr. of appl., resume, & names of 3 prof. ref. to: Rose Kobel Frost, Dir., Presque Isle Co. Lib., 125 S. 3rd St., Rogers City MI 49779.

**FINE ARTS LN., UC/Irvine.** Shares resp. for ref. desk assistance, database srchg., BI; liaison w/School of Fine Arts (Art History, Studio Art, Dance, Drama, & Music); shares resp. for collec. dvpt. & mgmt. Req'd.: ALA-MLS; degree in fine arts or commen. exp.; communication skills; commitment to public svc.; basic computer literacy. \$25,380-\$44,676. Deadline: April 1; appls. accepted until filled. Send appl. ltr./res./3 ref. to: Anne Rimmer, Lib. Persnl. Svcs., UC/Irvine, POB 19557, Irvine, CA 92713; 714-856-7115. AA, EOP.

**DIR., White Co. (Ark.) Lib. System.** ALA-MLS req'd. Sal. negotiable; min. \$20,000 per annum. Job description available upon request. Send res. to: Search Cmte., White Co. PL Board of Trustees, 113 E. Pleasure, Searcy, AR 72143; 501-268-8513 or 501-882-6404 for job description only.

LATE JOB NOTICES CONTINUED ON PAGE 214.

LATE JOB NOTICES CONTINUED FROM PAGE 213.

**ED. LN.** (search reopened). Develop, design, & coordinate lib.'s ed. prog. in info. retrieval & management, provide ref. assistance. Reqs: ALA-MLS; also meet one of the following reqs.: undergrad. or grad. in the basic/life/health sciences; course or internship in health science lnshp.; or one yr. or equiv. exp. in acad. health sci. lib. Ed. design exp. or course preferred. MLA cert. req'd. within 3 yrs. of employment. Min. salary: \$22,000. Submit res., 2 ref., & transcripts for appl. screening, which will begin May 15. Contact: Jo Ann Bell, Director, Health Sciences Lib., East Carolina Univ., Greenville, NC 27858-4354. Federal law reqs. proper documentation of identity & employability prior to final consideration for this position. Affirmative-action, equal-opportunity employer.

**LN.—HEAD OF TECHNICAL SERVICES.** Salary \$24,233-\$36,429; 11-mo., tenure-track contract. MLS/or equiv. from ALA-accred. school req'd. Possession of or eligibility for Calif. community col. ln. credential req'd. Closing date March 31, 4 pm. Submit letter of interest, appl. form, transcripts of all collegiate courses (need not be official but must be readable), & current placement file or 3 current letters of recommendation. Contact: Charles C. Wall, Director, Office of Human Resources, Bakersfield College, 1801 Panorama Dr., Bakersfield, CA 93305; 805-395-4435. AA, EOE.

**TENURE-TRACK LN.,** Cerritos Community College. ALA-accred. MLS plus possession of or qual. for appropriate Calif. credential. Resp. incl. ref., instruction & orientation of lib. users, collection development, assistance w/prof. technical processing, some supervision & evaluation of clerical staff, participation in faculty functions. Familiarity or willingness to learn current automated lib. services. Contract for 11 school mos. May incl. some evening & weekend hrs. Salary range: \$28,415-\$46,816 w/excellent benefits. Call Cerritos Community Col. Personnel Services, 213-860-2451 x269 for district appl. & other requirements. Completed appl. & other papers due March 28 to: Personnel Services, Cerritos Community College District, 11110 E. Alondra Blvd., Norwalk, CA 90650.

**CATALOG LN.** Performs original & adaptive cataloging according to AACR2, OCLC, & LC standards; creates & maintains records in card & online files; participates in formulating cataloging policies & procedures; assists w/training personnel; is responsible for monitoring status of uncataloged lib. mat'ls. & handling requests for priority processing; resolves catalog problems & coordinates theses cataloging. Qual.: MLS from an ALA-accred. lib. school; acad. lib. cataloging exp. w/AACR2 & LC class. desirable; knowledge of OCLC & other automated systems desirable; working knowledge of a Western foreign lang., preferably German. Minimum salary \$19,728. Position will remain open until filled. Initial review of appls. will begin April 3. Send letter of appl., resume, & 3 letters of ref. to: Personnel Office, Box 1184, Washington Univ., One Brookings Dr., St. Louis, MO 63130-4899. Employment eligibility verification required upon hire. Washington Univ. is an equal-opportunity, affirmative-action employer.

**TECHNICAL SERVICES LN.,** St. Paul's College. A 12-mo., non-renewable, faculty position for duration of the Bishop Project. Primarily resp. for processing collection & incorporating it into the St. Paul's College collection. Req'd.: ALA-accred. MLS, exp. in technical services incl. AACR2, LC class., working knowledge of & exp. w/development of online catalog system, exp. w/retrospective conversion, & excellent communicative skills. Salary range: \$17,000-\$22,000. Send letter of appl., resume, & names & add. of 3 ref. to: Personnel Office, St. Paul's College, 406 Windsor Ave., Lawrenceville, VA 23868; 804-848-3111 x234. St. Paul's College is an affirmative-action, equal-opportunity employer.

**ASSOC. DIRECTOR FOR SUPPORT SERVICES.** Janesville Pub. Lib. seeks enthusiastic & motivated ln. resp. for automated circulation system, online catalog, database management, & network development activ. Overall supervision of 20 FTEs in technical services & circulation depts., & coordination of centralized processing ctr. for 4 area libs. Responsible for planning, budgeting, & policy development for support services operations. Member of 3-person management team. MLS from ALA-accred. lib. school; 5 yrs.' prof. lib. exp. w/automation emphasis & supervisory exp. req'd. Beginning salary \$28,646; excellent benefits. Submit letter of appl., resume, & names of 3 ref. by March 31 to: Karen Krueger, Director, Janesville Pub. Lib., 316 S. Main St., Janesville, WI 53545. AA, EOE.

**U.S. GOV'T. PUBLICATIONS LN.,** Univ. of Calif./Irvine. Responsible for development & bibliographic control of the U.S. depository collection, ref. services w/some evening & weekend hours, database searching, bibliographic instruction, developing policy & procedures. Req'd.: ALA-accred. MLS, min. 2 yrs.' prof. exp., knowledge of U.S. gov't. depository system, communication skills, computer literacy. Salary \$25,380-\$44,676. Deadline: March 1; appls. accepted until filled. Send appl. letter, resume, & 3 ref. to: Anne Rimmer, Lib. Personnel Services, UC/Irvine, POB 19557, Irvine, CA 92713; 714-856-7115. AA, EOP.

**HEAD CATALOGER,** Miami-Dade Community College, North Campus. Resp. for planning & supervision of all centralized cataloging & processing functions for 4 campus libs. & AV ctrs. Substitutes in the director's absence. Supervises prof., technical, & clerical staff of a centralized cataloging dept. Other duties will include research & development of methods which will provide more effective cataloging & processing services; planning the annual dept. budget; preparation of special reports & studies as requested & other related assigned duties. Requires: master's degree from an ALA-accred. college or univ. & some cataloging exp.; 3 yrs.' cataloging exp. w/at least one yr. in a superv. capacity desired. Exp. w/DDC, AACR2, LCSH, OCLC, original monographic cataloging, & knowl. of automated lib. systems, microcomputers, & serials or AV cataloging desired. Salary: \$27,894 min. Liberal benefits. Appl. deadline: Must be received by March 31. Appl. instructions: Submit 2 copies of resume, trans., & 3 prof. work-related ref. to: Miami-Dade Community Col., Human Resources, 11380 N.W. 27th Ave., Miami, FL 33167. An equal-access, equal-opportunity community college.

**LIB. SERVICES MANAGER.** Manatee County, on Florida's Gulf Coast (pop. 187,500), is seeking a professional manager who, under the direction of the community services director, will have administrative & operations resp. for the pub. lib. system. Position requires an ALA-accred. MLS & a minimum of 10 yrs.' progressively responsible pub. lib. exp. w/at least 5 of the yrs. in an administrative/managerial capacity in a large multiservice lib. system. Salary range: \$30,451-\$44,866 w/attractive benefit package. To receive detailed job description, library information, & area information package, send current resume by March 31 to: Manatee County Persnl., POB 1000, Bradenton, FL 34206; 813-748-4501 x3220. EOE, M/F/H/V.

**LIB. SYSTEM ADMINISTRATOR.** We are seeking an exceptional ln. w/superior communication skills to provide creative leadership in planning & implementation of innovative services as the Eastern Library System enters an exciting period of growth. Individual will administer & market system services & programs & be responsible for the development of computer technology & cooperation within the 7-county, multitype, rural-urban system area. Reqs.: ALA-accred. MLS plus 3 yrs.' exp. Salary: Minimum \$25,000 plus benefits. Position available June 1. Send letter of appl., resume, & ref. (incl. names, addresses, ph. nos.) to: Search Committee, Eastern Lib. System, 11902 Elm St., #7B, Omaha, NE 68144.

COMMUNITY LN. Beautiful locale! Plush lib.! Belfair, Wash. (serves 9,000 near Hood Canal). Salary: \$24,288-\$27,143/year. ALA-accred. MLS; 2 yrs.' pub. lib. exp.; one year supervision; children's exp. preferred. Appls. received by April 1 will be considered first. Send letter of application, resume, & names of 3 ref. to: Mary Ann Shaffer, Timberland Regional Lib., 415 Airdustrial Way S.W., Olympia, WA 98501. AA, EOE.

COLLECTION DEVELOPMENT LN. Performs collection development for advanced Judaic & Near Eastern studies. Req'd.: MLS & subject expertise, knowledge of Arabic, Hebrew, & other languages; exp. in collection development, knowledge of bibliography & book trade. Salary \$25,000-\$35,000. Resume & names of 3 ref. to: Aviva E. Astrinsky, Director of the Lib., Annenberg Research Institute, 420 Walnut St., Philadelphia, PA 19106.

NEAR EASTERN CATALOGER. Performs original & copy cataloging in Arabic, Hebrew, & other languages. Req'd.: MLS, knowledge of Arabic &/or Hebrew, exp. w/OCLC & RLIN, relevant cataloging coursework. Salary: \$22,000-\$30,000. Resume & names of 3 ref. to: Aviva E. Astrinsky, Director of the Lib., Annenberg Research Institute, 420 Walnut St., Philadelphia, PA 19106.

LIB. SYSTEMS LIAISON. Provide technical assistance in building interfaces w/automated lib. systems. Liaison w/system vendors to define functions & specifications. Travel 20%-25% of time. Reqs. MLS, knowledge of automated lib. systems, familiarity w/MARC format. Good verbal & written communication skills essential. Min. salary \$27,000, excellent benefits. Send resume, letter, & 3 prof. ref. by April 1 to: Sharon Cline, EBSCO Subscription Services, POB 1943, Birmingham, AL 35201. EOE.

LIB. DIRECTOR, Municipal Ref. & Research Center, City of New York. The Dept. of Records & Info. Services is seeking a ln. w/administrative exp. & strong exec. skills to direct its Municipal Ref. & Research Ctr. This lib. serves gov't. officials & employees & is a local gov't. documents depository w/general public access. Resp. incl. management of a collection of more than 250,000 doc'ts., periodicals, & books; planning for the growth & development of the lib.; development of admin. & operating guidelines; & personnel admin., incl. recruitment, training, scheduling, & supervision of a prof. staff. The center is starting a planned space reorganization & participation in a national cooperative automation project; exp. in these areas is essential. Reqs.: MLS degree, minimum 5 yrs.' prof. lib. exp., pref. in doc'ts. or social sciences w/progressive supervisory & management exp. Salary range: \$31,000-\$40,000. Resume to: Mary G. Carr, Deputy Commissioner, New York City Dept. of Records & Info. Services, 31 Chambers St., Room 305, New York, NY 10007. EOE. New York City residency req'd. within 90 days of appointment.

BRANCH LN. Enthusiastic ln. for entry-level position. The Pub. Lib. of Des Moines, located in Iowa's capital city, serves a pop. of 199,000 w/a staff of 83.26 FTEs. MLS required. Starting salary \$23,532 w/excellent benefits. Position open May 30. Submit resume & letter of application by April 15 to: Elaine Espes, Director, Pub. Lib. of Des Moines, 100 Locust St., Des Moines, IA 50308.

CHIEF, STRI Branch Lib. (Announcement #8-3003). Experienced ln. to manage 3-person branch at Smithsonian Tropical Research Institute, Balboa, Panama. Provides ref. services in natural sciences to STRI scientists & other users. Ability to speak Spanish required. Position open until filled. Salary: \$33,218 per year. Relocation reimbursement will be paid as authorized by federal travel regulations. Some cost-of-living & housing allowance provided. For application info. & forms, contact: Employment Office, Smithsonian Institution, Washington, DC 20560; 202-357-1372. Specify announcement number. The Smithsonian Institution is an equal-opportunity employer.

REF. LN. To join staff at busy ref. desk in newly renovated urban lib. Lns. provide basic service in general ref. & develop specialized skills in a specific subject area such as bus., science, or certain humanities. Other resp. may involve mat'ls. selection, indexing, assisting w/service/policy development, & a wide variety of special projects. Requires: ALA-MLS & familiarity w/database searching. Exp. helpful, not req'd. Sal. range: \$20,000-\$24,997. Deadline for appls.: accepted until position filled; review begins March 17. Apply to: Dan Austin, Persnl. Offcr., Providence Pub. Lib., 225 Washington St., Providence, RI 02903.

LNS. Children's, adult services, & bookmobile services in community branch libs. Reqs.: MLS from ALA-accred. school, community orientation w/general lit. background, ref. & programming skills. Positions range from entry-level to frontline supervisory. Salary, dep. on exp., \$19,824-\$28,390. Excellent fringe benefits. Send resume to: Margaret LaRose, Detroit Pub. Lib., Personnel Office, 5201 Woodward, Detroit, MI 48202. EOE employer.

LN., CHILDREN'S SERVICES, City of Eustis, Fla. This is prof. pub. lib. work involving the planning & implementation of children's programming, mat'ls. selection, & ref. Starting salary \$20,294; excellent benefits. Master's degree in lib. science & 1-2 yrs.' prof. pub. lib. exp. req'd. Graduation from ALA-accred. school preferred. Send resume to: City of Eustis Personnel Office, P.O. Drawer 68, Eustis, FL 32726. Equal-opportunity employer.

CHILDREN'S & YOUNG ADULT LITERATURE INSTRUCTOR, Sam Houston State Univ. 9-mo. appt. beginning spring 1989. Earned doctorate in lib. science preferred, but will consider doctorate in ed. w/a master's in lib. science. 3 yrs.' pub. school exp., prior univ. teaching, & a potential for research & publications. \$26,000+, dep. on qual. Call or write: William H. Pichette, Dept. of Lib. Science, Sam Houston State Univ., POB 2236, Huntsville, TX 77341; 409-294-1151. Sam Houston State Univ. is an equal-opportunity, affirmative-action institution.

REF. LN. Ref. services/collections, user ed., ILL. MLS. Liberal arts background w/degree in science or social science, acad. or research lib. exp. preferred. Begin mid-August. Salary \$21,000 minimum. Screening begins March 15. Apply to: Robin Gratz, Manchester College Lib., North Manchester, IN 46962.

LN. A full-time, prof. position will be available starting March 28 at the Goethe Institute Los Angeles (a nonprofit cultural & language center of the Federal Republic of Germany). The ln. must be proficient in both German & English, & have an ALA-accred. MLS. In addition to supporting the informational needs of the cultural & lang. depts. of the institute, the lib. is open to the public; lends AV mat'ls., bks., & mags.; & provides ref. service. The collections focus on contemporary German culture, w/emphasis on post-1945 lit. & German film. Sal. \$25,800. Apply to: Reinhard Dinkelmeier, Dir., Goethe Inst. Los Angeles, 8501 Wilshire Blvd., Suite 205, Beverly Hills, CA 90211; 213-854-0993.

REF. LN./MEDIA SPECIALIST. Full-time. This is a prof. position to provide ref. services to students, faculty, & staff. Resp. incl. ref./info. desk coverage, online searching, faculty liaison, collection development, bibliographic instruction. Some evening work req'd. Online searching exp. highly desirable. Tenure-track position requiring master's degree from ALA-accred. lib. school. Starting salary range: \$20,810-\$33,121. Send resume/cover letter by April 28 to: Brookdale Community College, Personnel Services, Dept. MS 2/19, Lincroft, NJ 07738. An EO, AA employer.

LATE JOB NOTICES CONTINUED ON PAGE 216.

**ACQS. LN.,** Riyadh, Saudi Arabia. The U.S.-Saudi Arabian Joint Economic Commission seeks U.S. citizen for a 2-year (renewal possible) position at the Nat'l. Center for Financial & Economic Info. of the Ministry of Finance & Nat'l. Economy. Ln. will develop & maintain center's research lib. collection, & will advise on collection development policies & create an online serials control system using VTLS software. Req'd.: MLS, & min. 3 yrs.' exp. in acq. field. A thorough knowledge of acqs. practices & procedures, incl. current developments in the field, & an in-depth knowledge of the book trade are also req'd. Exp. w/an automated acqs. system, training exp., & a business-economics-finance background preferred. Knowledge of Arabic not req'd. Salary: \$28,852-\$37,510 + up to 25%, free housing. To apply, send resume to: Dept. B-31, 1730 Rhode Island Ave. N.W., Suite 910, Washington, DC 20036. EOE.

**HEAD OF PUBLIC SERVICES.** Boynton Beach City Lib., located in Palm Beach Co., Fla., seeks public services div. head who reports to the director & performs prof. interpretation & implementation of all lib. policies as well as assistance in the overall plng., budgeting, & managing of comprehensive lib. program. Supervisory resp. for adult, YA, children's, circ., ref., & AV depts. Boynton Beach City Lib. is a member of the Palm Beach Co. Lib. Coop. & COALA, a 3-lib. consortium which shares an integrated, automated, SIRSI computer system. The lib. is in final phase of a bldg. expansion prog. Qual.: ALA-MLS; 3 yrs.' prof. ln. exp. of a supvsy. nature; strong oral & written communication skills. Salary starts at \$27,060 a year plus excellent fringe ben. **Deadline: April 15.** Send ltr. & res. to: Virginia K. Farace, Lib. Dir., Boynton Beach City Lib., 208 S. Seacrest Blvd., Boynton Beach, FL 33435. EO, AA employer.

# LEADS INFORMATION

## Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

## Frequency/Deadlines

**LEADS classifieds:** All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

**GRAPEVINE weekly online job alert:** All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

## Address

Contact: Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901. **Electronic Mail:** Via ALANET: write c/o ALLEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

## LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

**Joblines:** Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (NOTE: AL does not supply job lists or forward jobs to clearinghouses.)

**Positions Wanted:** ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

**Positions Open, Professional Exchange, or Requests for Proposals** (Please state department and format desired):

**Line-by-line:** \$6/line; 25% off for ALA organizational members (\$4.50/line).

**Display:** Boxes, larger type, prominent format. \$60/column inch; 25% off for ALA organizational members.

**Late Job Notices:** \$6/line (no display ads accepted); 17% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

**Automation Exchange:** Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$6/line (no display ads accepted); multiple-insertion discounts on total cost: 2-5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts! applicable.

**Consumer Classics:** Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

**Datebook:** Line-by-line or display format. See rate box in section.

**Box numbers:** AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads).

**To reply to box nos., write:** Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

## PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

## GRAPEVINE Rates

**Brief job listings only.** Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

# CAREER OPPORTUNITIES

## JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL does not supply job lists or forward jobs to clearinghouses. For complete Joblines, see February AL, p. 135.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.**, 602-278-1327, see also Mountain Plains; **ACRL**, 312-944-6795; **Br. Columbia**, 604-430-6411; **Calif.**, 916-443-1222 or 818-797-4602; **CMLEA**, 415-697-8832; (**Calif.**) **San Andreas-S.F. Bay/SLA**, 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; **S. Calif./SLA**, 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs./Ottawa Chap.**, 613-237-3688; **Colo.**, 303-866-6741, see also Mountain Plains; **Conn.**, 203-645-8090; (**D.C.**) **Metro. Wash.**, 202-223-2272; **Del.**, 302-736-4748 (in Del. only, 800-282-8696); **Drexel Univ.**, 215-895-1672; **Fla.**, 904-488-5232; **Ill.**, 312-828-0930; **Ind.**, 317-926-6561; **Institutional Libs.**, S. Carlson, R.I. Dept. of State Lib.

Svcs., 300 Richmond St., Providence 02903; **Ia.**, C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.**, see Mountain Plains; **Md.**, 301-685-5760; **Mich.**, 517-694-7440; **Midwest**, 317-926-8770; **Mo.**, 314-442-6590; **Mont.**, see Mountain Plains; **Mountain Plains**, 605-677-5757; **Nebr.**, 402-471-2045, see also Mountain Plains; **New Eng.**, 617-738-3148; **Nev.**, see Mountain Plains; **N.J.**, 609-695-2121; **N.Y.**, 212-227-8483; **N.Y. Chap./SLA**, 212-214-4226; **N.C.**, 919-733-6410; **N.D.**, see Mountain Plains; **Okla.**, 405-521-4202; **Ore.**, 503-585-2232; **PNLA**, 206-543-2890; **Pa.**, 717-234-4646; **PLA**, 312-664-5627; **R.I.**, P. Stoddard, Univ. of R.I. Lib., Kingston 02881; **Rural Libs.**, M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.**, Univ.

of, 803-777-8443; **S.D.**, see Mountain Plains; **SLA**, 202-234-3632; **Tex.**, 512-463-5470; **Utah**, see Mountain Plains; **Vet. Admin. Lib. Network**, 202-233-2820; **Va.**, 703-370-7267; **W. Va.**, call Pa. Coop. Job Hotline; **Wyo.**, see Mountain Plains.

## POSITIONS WANTED

**PROFESSIONAL LIBRARIAN SEEKING POSITION IN ST. LOUIS AREA.** MLS. 16 yrs. experience in public, academic, and special libraries. Library automation and online database experience. Will accept part-time, temporary, or full-time work. Reply to: Suraya Coorey, 7570 Wellington Way, #1W, Clayton, MO 63105; 314-863-0319.

**LIBRARIAN SEEKS POSITION IN UPPER SOUTHEAST IN AN ACADEMIC SETTING.** ALA-MLS, completing MA in English, 2 yrs. experience in Periodicals, some cataloging experience. Contact: Susan Farner, Women's Residence, Good Counsel Education Center, Mankato, MN 56001; 507-388-1690 (evenings).

**RECENT GRADUATE SEEKS POSITION AS SCIENCE LIBRARIAN IN SOUTHEASTERN UNITED STATES.** MLS with BS in geology, minor in computer science. Library experience

at high school, junior, and senior college level. Have worked for 2 major oil companies. Reply to: Gary L. Herring, 1110 Highway 29 North, Ellisville, MS 39437.

**LIBRARIAN SEEKS POSITION NEAR ANCHORAGE, ALAS.** MLS from Simmons College. 2 yrs. experience as sole corporate technical (chemical and engineering) branch librarian including online searching, reference, interlibrary loan, and cataloging. Must relocate and willing to accept entry-level position. Reply to: E. S. Moeller, 3F University Lake Apts., Carrboro, NC 27510.

**LIBRARIAN SEEKS POSITION IN ULSTER COUNTY, N.Y.** Full- or part-time. 10 yrs. varied experience. Please write to: Hilary Gold, 66 Yerry Hill Rd., Woodstock, NY 12498; 914-679-7784.

**CATALOGER RELOCATING TO S.F. BAY AREA.** 10 yrs. + professional and paraprofessional experience: serials, cataloging, some reference; academic, state, public libraries, bibliographic utility. Familiar with OCLC, RLIN, NOTIS, LC, Dewey, LCSH, AACR2, MARC, German, French, Latin, Macintosh. Reply: Mary K. Jackson, 300 Western Ave., #G-616, Lansing, MI 48917; 517-484-8236.

## POSITIONS OPEN

### ACADEMIC LIBRARY

**Acquisitions librarian.** James Madison University is seeking a person to be responsible for management of monographic acquisitions department including 3 support staff; reports to the university librarian. Provides leadership in developing/choosing automated acquisitions system, administers allocation system, monitors vendor performance, and updates vendor contracts in conformity with state regulations. Monographic budget currently in excess of \$300,000. Member of Collection Development Committee. Serves as liaison to one academic department including offering library instruction plus 4-6 hours/week on reference desk. **REQUIRED:** ALA-accredited MLS, minimum of 2 yrs. experience in acquisitions, familiarity with OCLC and automated library systems. Desirable: knowledge of preservation issues and techniques, familiarity with using MARC formats for securing bibliographic data, and database management using microcomputers. Library faculty expected to meet service and research requirements for promotion and tenure. Minimum salary \$28,000. 12-mo. tenure-track appointment. Benefits include 20 days' annual leave, state or TIAA/CREF retirement options, paid life insurance, BC-BS. **Screening of candidates will begin April 15;** position will remain open until filled. Interviewing will be held at ACRL conference. Send letter of application with complete resume and names, addresses, phone numbers of 3 professional references to: Dennis E. Robison, University Librarian, **Carrier Library, James Madison University, Harrisonburg, VA 22807.** James Madison University is an affirmative-action, equal-opportunity employer.

**Assistant business librarian (Librarian I).** Michigan State University Library. Reporting to head of the Business Library, provides reference services in business and related subjects. Performs collection development, database searching, bibliographic instruction, and other specialized services, and actively participates in liaison with faculty, staff, and students in the College of Business and related programs. Develops and updates bibliographies, handouts, and vertical files, and performs collection management activities. Supervises student assistants. Responsibilities may include scheduled evening and weekend hours. **REQUIRED QUALIFICATIONS INCLUDE:** A master's degree from an accredited program in library science; demon-

strated ability to communicate effectively, both orally and in writing; and ability to work effectively with faculty, students, and staff. Social sciences or business background, and training or experience in database searching preferred. Other desired qualifications include advanced study in business, social science, or a related field. Minimum salary, \$21,000. Serving one of the largest and most active business programs in the United States, MSU's Business Library is a dynamic service organization with 2 professional librarians, 2 full-time support staff, and approximately 8 FTE student assistants. Position approval is pending; mention position #PRO-82E. **Applications received by March 31 will receive priority consideration.** Position will remain open until filled. Submit letter of application, a resume, and the names and addresses of 3 current references to: Eugene Wiemers, Jr., Head, Social Sciences and Humanities Library, **Main Library, Michigan State University, East Lansing, MI 48824-1048.** MSU is an affirmative-action, equal-opportunity institution.

**Assistant curator, full-time, tenure-track, 12-mo. position available June 18. PRIMARILY RESPONSIBLE FOR** overseeing organization, processing, and cataloging of materials in the Kansas Collection, a research collection relating to Kansas, the Great Plains, and the Trans-Mississippi West. Included are manuscripts, photographs, books, serials, state documents, maps, and oral history. Also included is the Wilcox Collection of Contemporary Political Movements, which consists of American left- and right-wing political materials. Arrange, describe, and catalog manuscript collections. Provide reference assistance to faculty, students, and public. May assist in planning for the integration of department's machine-readable catalog records into the library's online catalog. Supervise 2-3 staff, work closely with the curator in administering and promoting the department. Requires ALA-MLS or related degree in archival management or historical administration. Previous archival training or experience relevant to the duties listed above. Recent training in or experience with AACR2 and LCSH. Demonstrated initiative; ability to work effectively with library users. Strong interpersonal, communication, and organizational skills. Strongly prefer experience in processing and cataloging a variety of historical materials; knowledge and experience with U.S. MARC formats, including the AMC format; successful supervisory experience. Prefer knowledge of and experience with archival processing and descriptive standards; experience with OCLC; familiarity with Kansas and Trans-Mississippi Western history, ALA-accredited MLS; experience with manuscript and photographic conservation. Salary: \$22,000-\$26,000. **Applications must be postmarked by March 31.** To apply, submit letter of application, resume, copies of undergraduate and graduate transcripts, and names of 3 references to: Sandra Gilliland, **University of Kansas Libraries, Lawrence, KS 66045-2800.** An AA, EOE employer.

**Assistant director of libraries.** The assistant director of libraries assumes chief administrative responsibility at the discretion of, or in the absence of, the director and also serves as library personnel officer. Other responsibilities include: direct supervision of the heads of the library's 3 divisions, public services, technical services, and systems; overall collection management; and coordination of statistical reporting. **MINIMUM QUALIFICATIONS:** ALA-accredited MLS; 8 yrs. increasingly responsible professional experience (preferably in an academic/research library) with a strong record of administrative performance; commitment to and understanding of library automation; excellent communication skills; and the ability to function well in a collegial environment with a strong tradition of participatory management. The University of North Florida, one of 9 institutions in the State University System, is located on a wildlife preserve

## Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 16 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	\$22,200
Indiana	varies*
Iowa	\$18,792
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$22,000
New Hampshire	\$17,500
New Jersey	\$22,000
New York	varies*
North Carolina	\$20,832**
Ohio	\$20,024
Pennsylvania	\$20,000
Rhode Island	\$21,000
Vermont	\$19,500
West Virginia	\$20,000
Wisconsin	\$23,700

\*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

\*\*North Carolina State Library's recommendation is only for public librarians.

midway between downtown Jacksonville and the beaches. Our modern (1980) 120,000-sq.-ft. library houses a collection of 485,000 volumes serving over 7,500 graduate and undergraduate students. The library is staffed by 15 professional and 24 support personnel. Automated systems include NOTIS, OCLC, RLIN, and IBM. Salary: \$35,000 (negotiable). Excellent benefits package; choice of retirement programs; no state or local income taxes. Available July 1. **Applications must be postmarked by March 15.** Send nominations or letter of application, resume, and 3 professional references to: Geraldine Collins, Chair, Assistant Director Search Committee, **University of North Florida Library, POB 17605, Jacksonville, FL 32216.** The University of North Florida is an equal-opportunity, affirmative-action employer.

**Assistant documents/maps librarian.** Assistant department head, depository library. **RESPONSIBILITIES INCLUDE:** Collection development (U.S., foreign, U.N.), reference service and user education, maintenance of bibliographic records, map cataloging, and supervisory responsibilities. Depository collection: 850,000 U.S. documents; 160,000 sheet maps (USGS, DMA, Canadian). **MINIMUM QUALIFICATIONS:** ALA-accredited MLS; working knowledge of one modern European language, French preferred. *Desirable:* Demonstrated interest in domestic and/or foreign government publications; online bibliographic searching experience; basic knowledge of cartographic sources. 12-mo. faculty (nontenure-track) appointment, **entry-level** Library Instructor rank. Salary: low \$20s. Excellent fringe benefits. Position filled by July 1. **Send letter of application, resume, graduate school transcript, and names/addresses/telephone numbers of 3 references by May 1** to: Milton Crouch, Assistant Director for Reader Services, **Bailey/Howe Library, University of Vermont, Burlington, VT 05405.** An equal-opportunity, affirmative-action employer.

**Assistant government publications librarian.** The University of Nevada/Reno Library seeks a dynamic librarian with an interest in government publications to perform reference services, online searching, and to participate in instruction in this regional depository for U.S. federal publications. Will assist in planning and in the general administration of this extensive department, which has a staff of 2 librarians, 3 library assistants, and several student assistants and houses well over 1 million documents in paper and over 1 million microforms. The position will work primarily with U.S. federal documents. ALA-accredited MLS; background or experience with U.S. federal government publications is desirable, as is familiarity with computer searching and the use of microcomputers. Faculty status requires librarians to meet faculty standards for appointment, promotion, and tenure. Salary open, depending upon qualifications and experience (minimum \$24,000). 12-mo. appointment; TIAA/CREF; 24 days' vacation. Open immediately. Mountains, desert, lakes, 5 hours by car from San Francisco. **Closing date April 15** or until position is filled. Send resume and names and addresses of 3 references to: Mary Ansari, Head of Administrative Services, **University of Nevada/Reno Library, Reno, NV 89557-0044.** AA, EOE. UNR employs only individuals lawfully authorized to work in the United States.

**Assistant undergraduate services librarian.** Participates in a program of library services for undergraduates. Supervises the reserve book room. Plans and manages the freshman orientation program and participates in other undergraduate user education programs. Recommends new titles in some subject areas for the core collection (50,000 key books selected for undergraduates) and works at social sciences and humanities reference desk a few hours a week. (This is a permanently funded public services position but, due

to planning in progress, the responsibilities may change in the future.) **QUALIFICATIONS:** Master's degree from accredited library school required. Academic background in social sciences or humanities and reading knowledge of a foreign language strongly preferred. 2 yrs.' professional library experience. Academic library reference experience and supervisory experience required. Must have excellent communication skills. Salary \$23,000 minimum. **Applications received by March 31 will be considered.** Send letter of application and resume to: Ann Smith, Personnel Manager, **Northwestern University Library, Evanston, IL 60208.** Northwestern University is an equal-opportunity, affirmative-action employer.

**Assistant university librarian for technical services** (search extended), Tulane University Library. Reporting to the university librarian, assistant university librarian for technical services oversees 6 departments of 10 librarians, 25 support staff, and student workers/cataloging, serials, acquisitions, fund accounting, bindery preparation, and mail service. Major role in planning and management of automated functions in technical services area. Participates in immediate and long-range planning as well as overall policy development in library. **QUALIFICATIONS:** Substantial background in technical services, including supervisory responsibilities; at least 8 yrs.' experience in academic libraries; experience with OCLC and online integrated systems (NOTIS preferred). Position available July 1. Minimum salary \$36,000. **Review of applications will begin March 20.** Please forward resume and names of 3 references to: Andrea Brigalia, Administrative Assistant, **Tulane University Library, 7001 Freret St., New Orleans, LA 70118.** An equal-opportunity, affirmative-action employer.

**Associate librarian, Humanities Library.** Coordinates public service programs of the Humanities Library and its branch, the Music Library. Participates in planning an improved service program for undergraduates. Evaluates effectiveness of user service programs and allocates and monitors use of departmental resources. Manages and participates in reference and information services; trains reference staff; sets standards, negotiates performance goals, and evaluates performance. Manages reference collection. Serves on the Reference and Information Services Committee and other ad hoc committees and task forces. **QUALIFICATIONS:** ALA-accredited MLS required. Considerable demonstrated knowledge of research librarianship, gained through increasingly more responsible experience in libraries, required. Humanities degree or substantive experience in a humanities library required. Some administrative and supervisory experience necessary. Experience with the application of technology to the management of library services is highly desirable. Candidates must demonstrate well-developed interpersonal skills and strong communication skills. Hiring salary range: \$32,500+. The MIT Libraries offer excellent benefits, including tuition assistance, a children's scholarship program, and a relocation allowance. MIT is a smokefree campus. **To ensure full consideration, send resume and names and addresses of 3 current, confidential references by April 3** to: Search Committee for Associate Humanities Librarian (AL), **Massachusetts Institute of Technology Libraries, Room 14S-216, Cambridge, MA 02139.** MIT is an equal-opportunity employer with an affirmative-action plan and welcomes applications from qualified women and minority candidates.

**Associate Librarian II, original cataloger,** University of Maryland/College Park Libraries. The University of Maryland/College Park Libraries invites nominations and applications for an Associate Librarian II, original cataloger position. **RESPONSIBILITIES:** Provides origi-

nal bibliographic records for library materials in a variety of subject fields and languages, with emphasis on science and technology. **REQUIRED:** MLS from an ALA-accredited program; background in sciences. Minimum of one yr.'s professional cataloging experience using the *Anglo-American Cataloguing Rules*, 2nd edition (knowledge of earlier rules useful), and Library of Congress subject headings and classification schedules; ability to catalog German-language materials. Additional experience in cataloging Slavic materials and experience with OCLC highly desirable. The UMCP Libraries is an Enhance library and a NACO participant. Salary: \$23,558-\$31,526. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by March 31** to: Virginia Soj-dehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742-7011.** The University of Maryland is an affirmative-action, equal-opportunity employer.

**Bibliographer and reference librarian, Asian studies** (Librarian I or II), Michigan State University Library. Reporting to head of social sciences and humanities collection development, provides collection development, bibliographic instruction, and specialized reference services in Asian studies, including East, Southeast, and South Asia. Participates in all aspects of work of the social sciences and humanities collection development, including selection, collection management, public service, and outreach, and provides scheduled reference services in social sciences and humanities reference or in Documents Library, including evening and weekend hours. Works with technical services staff to assist in bibliographic description and subject assignments of materials in vernacular languages. Depending upon qualifications, assignment may include collection development and public service responsibilities for subjects outside Asian studies. **REQUIRED QUALIFICATIONS INCLUDE:** a master's degree from an accredited program in library science, educational background or experience with research materials in one or more disciplines related to Asian studies, and knowledge of Japanese or Chinese (Chinese preferred). Demonstrated ability to communicate effectively, both orally and in writing, and ability to work effectively with faculty, students, and staff are also required. Appointment will be made at Librarian I or II level, depending upon qualifications; appointment at the rank of Librarian II requires at least 3 yrs.' successful professional experience in an academic or research library or substantial equivalent experience. Other desired qualifications include an advanced degree in a discipline related to Asian studies, additional foreign language expertise, collection development or reference experience in a research library, and teaching experience. Minimum salary: \$21,000, depending upon qualifications. SSH collection development has principal responsibility for developing and managing collections in social sciences and humanities. Staff includes 11 full-time librarians and 17 other selectors within the library system. Position approval is pending; mention position #PRO-201E. **Applications received by March 15 will receive priority consideration.** Position will remain open until filled. Submit a letter of application, resume, and names and addresses of 3 current references to: Eugene Wiemers, Jr., Head, Social Sciences and Humanities Library, **Main Library, Michigan State University, East Lansing, MI 48824-1048.** MSU is an affirmative-action, equal-opportunity institution.

**Business librarian.** Responsibilities divided between reference and collection development departments in areas of business and economics; serves at reference desk, participates in bibliographic instruction, assists in developing reference collection; liaison between economic and business departments and library, and selects materials in those

fields. **QUALIFICATIONS:** Master's of library science from ALA-accredited school; minimum of 2 yrs.' reference experience with significant business reference component required; academic degree in business or economics, experience with electronic databases and collection development experience highly desirable. Salary: minimum \$25,000. **Start date:** As soon as possible. **For ensured consideration, send resume and references by April 15 to:** Peggy Weissert, Library Personnel Officer, **Theodore M. Hesburgh Library, University of Notre Dame, Notre Dame, IN 46556.** An affirmative-action, equal-opportunity employer.

**Catalog librarian.** The Kresge Library of the Notre Dame Law School invites applications for the position of catalog librarian. The library is undergoing a period of rapid collection growth and automation which provides an excellent opportunity for professional growth. To fill this position, the library is seeking a talented, energetic, and creative person. **REQUIREMENTS:** An MLS from an ALA-accredited school; relevant cataloging experience using AACR2, LC subject headings and classification, MARC formats, and OCLC, RLIN, or WLN is required. Law library/NOTIS experience is preferred. Experience with retroconversion projects, online cataloging procedures, supervision, and personal computer applications is desired. **DUTIES:** The responsibilities of this position include original and complex copy cataloging in all formats; development of procedures, policies, and workflow for current cataloging and retroconversion activities; and supervision of cataloging support staff. The person occupying this position will also participate in technical services policymaking and automation planning. **ENVIRONMENT:** The Kresge Library supports a national law school serving 500 students and 27 full-time faculty. A staff of 17 includes 6 professionals with strong educational credentials and national reputation. Librarians receive faculty perquisites including educational, medical, and retirement benefits. Salary: Competitive; \$19,000 minimum. Available: Immediately. **Applications received by March 31 will be given first consideration.** **TO APPLY:** Please send a resume and the names of 3 references to: Janis L. Johnston, Associate Director for Technical Services, **Kresge Library, Notre Dame Law School, POB 535, Notre Dame, IN 46556.** The university is an affirmative-action, equal-opportunity employer.

**Cataloger.** Bowling Green State University, a comprehensive university in northwestern Ohio, seeks a cataloger (due to retirement). **RESPONSIBILITIES INCLUDE** original cataloging and copy cataloging of books, serials, AV, and other formats, primarily for the BGSU Libraries' Curriculum Resource Center and the main stacks collection. **REQUIRED:** ALA-accredited MLS; knowledge of AACR2, Library of Congress and Dewey classification, and LC and Sears subject headings. **Desired:** Some cataloging experience including application of the Dewey classification system for curriculum materials; bibliographic knowledge of one or more Western European languages. Salary: Minimum of \$21,000 with excellent fringe benefits. Rank of Assistant Professor. This is a 12-mo., tenure-track position. BGSU librarians enjoy full faculty status and privileges, which include an expectation of research and publication, as well as the opportunity to participate in library and university governance. **Review of applications will begin on April 1,** and will continue until the position is filled. Position available June 1. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Kathryn Thiede, Personnel Officer, **Dean's Office, Jerome Library, Bowling Green State University, Bowling Green, OH 43403.** BGSU is an AA, EOC employer. Minorities and women are encouraged to apply and to identify themselves for affirmative-action purposes.

## Humanities Collection Development Librarian Brown University Library

Reports to the head of collection development. Responsible for the development of the library's collection in humanities, specifically in art and art history and related disciplines; works with the head of collection development in planning and implementing goals, strategies, procedures, and programs for collection maintenance; performs some reference duties.

**REQUIREMENTS:** MLS degree from an ALA-accredited program; advanced degree in art/art history or related fields; at least 2 yrs.' experience in collection development in an academic/research environment; background in collection maintenance and/or preservation acquired through education or experience; knowledge of Western European languages; some reference experience desired; strong organizational, interpersonal, and communications skills; familiarity with online catalogs and other technologies appropriate to libraries. Hiring range: \$23,000-\$28,700 based upon experience.

**Applications received by March 31 will be given first consideration.** Interested candidates should send letter of application, resume, and names of 3 references to: **Geneva Ferrell, Personnel Office, Box 1879/MG834, Brown University, Providence, RI 02912.**

Brown University is an equal-opportunity, affirmative-action employer.

**Cataloger, monographs/music.** Assistant Professor (tenure-leading), cataloging department, starting July 1. The successful candidate will be responsible for the original cataloging of print and nonprint monographic materials in the arts, humanities, and social sciences, with an emphasis on music; the editing of non-Library of Congress copy from OCLC database, including procedures for Enhance and Upgrade; making series and name authority decisions for assigned subject and language areas; acting as a resource person for cataloging assistants in assigned subject areas and foreign languages; and completing special assignments as necessary. **REQUIRED:** MLS from an American Library Association-accredited library school; familiarity with OCLC or similar cataloging utility; knowledge of LC classification, LC subject headings, and AACR2; coursework at the undergraduate or graduate level in music history and/or music theory; and a good working knowledge of one European language. **Preferred:** professional and/or pre-professional cataloging experience and a secondary foreign language. \$19,500 minimum for a 12-mo. contract. Salary may be higher depending upon the qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by April 15 to:** Kent Hendrickson, Dean of Libraries, **106 Love Library, University of Nebraska/Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

**Cataloger, monographs.** Performs original and complex copy cataloging of monographs in a variety of languages, subjects, and physical formats, using Northwestern's NOTIS system, AACR2, LCSH, and Dewey classification. Contributes eligible authority records to NACO. **QUALIFICATIONS:** Master's from an ALA-accredited library school. Working knowledge of 2 or more modern European languages, preferably including German and a Romance language. Broad educational background, including some science, desirable. Familiarity with the MARC books and authorities formats. Fully original cataloging experience in an automated environment preferred. Salary: \$21,000-\$25,000. **Applications received by April 15 will be considered.** Send application and resume, including names of 3 references, to: Ann Smith, Personnel Manager, **Northwestern Univ. Lib., Evanston, IL 60208.** An EEO, AA employer.

**Cataloging librarian.** Evergreen State College Library invites applications for the position of cataloging librarian. This is a 12-mo. administrative exempt position. **SPECIFIC RESPONSIBILITIES:** Under the general supervision of the head of cataloging, perform original cataloging and classification of library materials. **MINIMUM QUALIFICATIONS:** ALA-accredited MLS, with coursework emphasizing cataloging, classification, and the online cataloging environment. **Desired qualifications:** Experience with Library of Congress subject

headings, Library of Congress classification, MARC tagging, and Western Library Network. Foreign language expertise. Substantive library or community experience with culturally diverse groups. **Special conditions:** Around June of 1990, the head of cataloging will retire. At that time, the incumbent in this position will be considered to fill the head of cataloging position. Appointment and salary: Salary will be \$22,260. **HOW TO APPLY:** Send a letter of application, a resume, and 3 current letters of recommendation by **March 31 to:** Chair, Cataloging Librarian Hiring Committee, c/o Cheryl Thurston, **Evergreen State College, Library 2300, Olympia, WA 98505; 206-866-6000 x6262.** Evergreen is committed to equal opportunity and affirmative action. We are working toward building a culturally diverse, broadly trained faculty & staff, and encourage all qualified individuals to apply for this position. In accordance with our approved affirm.-action policy, pref. is given to applicants who will enhance our efforts to employ members of protected classes.

**Classics cataloger,** University of Cincinnati. Responsible for original and OCLC cataloging of materials, primarily monographs, for the Classics Library with a collection of 130,000 volumes. The University of Cincinnati Libraries have an online catalog (UCLID), the database of which contains 900,000 records representing the holdings of all University of Cincinnati library systems. **REQUIRED QUALIFICATIONS:** MLS from an ALA-accredited program; reading knowledge of Latin and one or more European languages; degree in Classical studies or related field; demonstrated knowledge of AACR2, LCSH, LC classification, and MARC tagging; ability to communicate clearly orally and in writing; and ability to work effectively with colleagues. **Preferred qualifications:** Reading knowledge of Greek; experience in cataloging with OCLC or another bibliographic utility. Salary range \$21,000-\$25,000 depending on qualifications. **Letter of application, including resume and the names and addresses of 3 references, must be postmarked no later than May 1.** Send to: Mark W. Weber, Personnel Officer, **University of Cincinnati Libraries, Mail Location 33, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-employment-opportunity employer.

**Director of library,** University of Wisconsin/River Falls, 30 miles east of St. Paul, Minn., enrollment of 5,200. Responsibilities include management, planning, and development of an automated library with over 200,000 holdings, a textbook rental library, and archives; supervision of 7 professional and 9 support persons; and administration of the budget. Reports to the vice chancellor. **QUALIFICATIONS:** MLS from ALA-accredited institution, 2nd master's or doctorate preferred. Minimum of 5 yrs.' academic library experience with increasing administrative responsibility. Salary range: \$39,500-\$48,800. Appointment avail-

### Government Publications Librarian

The Archibald Stevens Alexander Library in New Brunswick, N.J., the largest of the 18 libraries in the Rutgers system, has an opening (July 1) for a government publications librarian.

**RESPONSIBILITIES:** In conjunction with government publications coordinator, is responsible for developing and maintaining the collection of federal depository documents. Position involves technical service responsibilities which include overseeing creation of local records and processing of depository collection. Public service responsibilities include general and documents reference, online searching, and bibliographic instruction.

**QUALIFICATIONS:** MLS from an ALA-accredited institution; 3 yrs.' library experience with government publications; experience with online and automated systems, especially as they relate to government publications. Background in social sciences highly desirable, along with some supervisory experience. A collegial orientation is essential.

**SALARY:** Negotiable, dependent upon experience and qualifications, with a minimum of \$30,705 for a Librarian III appointment. Faculty status and excellent benefits package.

Submit resume and 3 sources for current references no later than April 17 to: Sandra Troy (APP. 147), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.

Equal-opportunity employer

able Aug. 15. To receive full consideration, applications should be received by March 20. Apply to: Brian Copp, Chair, Library Director Search Committee, 117 North Hall, UW/River Falls, River Falls, WI 54022. An equal-opportunity, affirmative-action employer.

**General reference librarian,** University Libraries. Applications and nominations are solicited for the position of general reference librarian. Date of appointment: Sept. 1. Salary: \$22,000 entry-level. Term of appointment: 12-mo. contract. Academic rank: Assistant Professor or above, depending upon qualifications, as a general reference librarian. Reports to: head of the general reference department. Education requirements: Minimum, MLS from an ALA-accredited library school and a 2nd master's or 30 hrs.' graduate coursework beyond the MLS, or its equivalent, required for an appointment at the rank of Assistant Professor. **QUALIFICATIONS:** Demonstrated ability to communicate effectively. Basic knowledge of online database searching. Strong interest in providing library instruction services. **DUTIES AND RESPONSIBILITIES:** Under the direction of the head of the general reference department, participates in the full range of departmental activities including reference service on a scheduled basis with some weekend and evening hours, online database searches, and library instruction in both formal and informal settings. Applicants should have a strong commitment to public-service-oriented librarianship. Benefits: Illinois State Retirement System; 24 vacation days; faculty status and rank. **DEADLINE FOR APPLICATIONS/NOMINATIONS: June 1.** Send a cover letter with: 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) the names, addresses, and telephone numbers of at least 3 references to: Elizabeth A. Titus, Assistant Director for Public Services, 414 Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.

**Government documents/technical services librarian.** Responsible for developing and maintaining a collection of federal, state, and local documents. The position involves both technical and public services duties including library instruction, faculty liaison, general reference desk work, and cataloging. **QUALIFICATIONS:** An ALA-accredited MLS, good interpersonal skills are required. Strong interest and background in government documents; the ability to catalog using SuDocs, LC classification and subject headings, and AACR2; experience with library instruction; and knowledge of a foreign language are highly desirable. Minimum salary is \$20,000, tenure-track, TIAA/CREF, 24 days' annual leave. Review of resumes will continue until position is filled. Send letter of application, resume, the names of 3 references, and a sample of written work by April 15 to: Ella Jane Bailey, Univ. Lib., Univ. of Nebraska at Omaha, Omaha, NE 68182-0237. AA, EOE.

### Head, bibliographic maintenance unit.

Reports to chair, cataloging department. KSU Library is currently implementing NOTIS. This person will be involved in the planning and implementation of authority control and the online catalog on the NOTIS system. **RESPONSIBILITIES INCLUDE** maintenance and quality control of bibliographic records via automated library system (LS 2) and OCLC; managing and coordinating the maintenance of all card catalogs in the libraries; monitoring authority files and cross-reference structures; overseeing physical processing of materials; selecting, training, directing, and evaluating unit personnel of 5 classified staff and 2 FTE student assistants. Engages in unit and departmental planning, develops procedures, maintains unit statistics, prepares unit reports. **REQUIRED:** MLS from an ALA-accredited library school; 2 yrs.' experience in a cataloging department which uses an automated bibliographic utility; knowledge of LC classification and subject headings, AACR2, and MARC formats; one yr.'s supervisory experience; effective oral and written communications. **Preferred:** Knowledge of and experience with development of an online catalog and online authority control. Salary: \$22,000 minimum for a 12-mo. appointment. Libraries at KSU have academic rank and are eligible for tenure, sabbatical leave, and research support. Vacation of 22 working days. Choice of retirement and medical plans. Kansas State University is a land-grant institution with an enrollment of over 19,000 students and a materials budget of over \$2 million. KSU is located in Manhattan, a community of 45,000 in the rolling Flint Hills. **Deadline for applications is March 30.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Jean McDonald, Administrative Services Officer, Kansas State University Libraries, Manhattan, KS 66506. KSU is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

### Head, catalog maintenance department.

The Columbia Libraries are in the process of implementing an online integrated system for information services. A central component of the system is the online catalog, CLIO, which will become a NOTIS-based system in spring. The libraries add approximately 90,000 new catalog records each year, and will be engaged for some time in continuing retrospective conversion of older records. Active collection maintenance and preservation programs contribute to a high volume of catalog maintenance activity. We seek a head of the catalog maintenance department with the skills needed to manage a broad range of maintenance activities, and the vision and energy required to take an active role in planning database maintenance and authority control functions in a changing environment. Reporting to the assistant director for bibliographic control, the head of catalog maintenance

manages catalog maintenance activities for both manual and machine-readable records, and participates in planning related to the libraries' bibliographic control functions. The catalog maintenance department (6 support staff plus 2 FTE student assistants) has responsibility for withdrawals, shelving and central shelflist maintenance, error analysis and correction, bibliographic headings maintenance, and maintenance of physical catalogs. With the transition to a NOTIS-based catalog, it is anticipated that the department will assume additional responsibilities for the quality and control of online authority files, as well as for such post-cataloging activities as transfers and reclassification, with an increase in the size of the department possible. As one of 4 department heads within the bibliographic control division, the incumbent coordinates activities with the heads of original monographs cataloging, cataloging with copy, and serials cataloging. The incumbent also provides advice and assistance in support of catalog maintenance activities in departmental libraries and distinctive collections. In addition to an accredited MLS, requirements include: strong organizational and analytical skills; effective oral and written communications skills; energy and vision as demonstrated through successful supervisory experience and/or innovative work in technical services; and knowledge of and experience in the application of cataloging principles and procedures such as AACR2, LC subject headings and classification, and MARC formats. Knowledge of automated cataloging procedures and bibliographic control developments, research library and supervisory experience, and experience in the use of RLIN and NOTIS are desirable. Salary ranges are: Librarian I, \$26,500-\$34,450; Librarian II, \$28,500-\$38,475; Librarian III, \$31,500-\$48,575. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is March 31.** Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Lib., Columbia Univ., 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

### Head, Norlin access services department.

This tenure-track position reports to the assistant director for public services at a department-head level. The job duties involve responsibility for the effective management of central access services, including hiring, training, and evaluating a classified staff of 12 FTE; establishing and monitoring a student wage budget of approximately \$70,000; overseeing central circulation, reserve, and circulation conversion operations; coordinating campus circulation activities in branch libraries and serving as liaison with a variety of library, campus, and state automation groups; participation on the University Libraries' Administrative Council. **REQUIREMENTS:** 1) MLS from an ALA-accredited library school; 2) 3 yrs.' recent professional experience in an academic or research public services setting; 3) professional experience with online circulation or online public access catalogs; 4) effective oral and written skills; 5) strong interpersonal skills; and 6) show potential for research and evidence of scholarly and/or professional achievement. **Preferences:** 1) Library supervisory experience as a unit or assistant unit head; 2) knowledge of and/or experience with emerging office automation technology, including personal computers, electronic mail, telefacsimile, automated document delivery operations, etc.; 3) assigned responsibility with an online circulation system; and 4) professional experience as a library liaison or coordinator between library, academic, or administrative units. This is a 12-mo., tenure-track appointment at the Assistant or Associate Professor level. Faculty prerequisites include TIAA CREF, and liberal vacation and sick leave benefits. Salary: negotiable, \$30,000 minimum, depending on qualifications and experience. Position avail-

able immediately. Applications should include a statement of qualifications for the position, current resume, and names, titles, addresses, and telephone numbers of 3 references. **Apply by April 1 to:** Joan McConkey, Assistant Director for Administration, **University of Colorado at Boulder, University Libraries, Campus Box 184, Boulder, CO 80309-0184.** The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

**Head of cataloging,** Kenneth J. Shouldice Library, Lake Superior State University. Responsible for the daily operation of the cataloging department; maintain vendor contact concerning bibliographic records on a CD-ROM-based card catalog; catalog all media using OCLC and the LC subject headings including any necessary maintenance of serials on OCLC; supervise support staff and student assistants; perform other duties as assigned by the director. **QUALIFICATIONS:** Master's degree in library science and 3 yrs. experience in OCLC cataloging. 12-mo., tenure-track, faculty appointment commencing July 1. Minimum salary of \$20,000. **Application deadline: April 30.** Send letter of application, resume, and letters of reference to: **Office of Employee Relations, Lake Superior State University, Administration Building, Sault Ste. Marie, MI 49783.** An equal-employment-opportunity, affirmative-action employer.

**Head of circulation, humanities and history division.** Reporting to the head of access services, humanities and history division, the head of circulation administers and coordinates the overall circulation operations of Butler Library, the Butler Annex, the Burgess-Carpenter Instructional Library, the Periodical Reading Room, and the Microform Reading Room, and also oversees evening weekend operations of the college library. This position is responsible for 5 supervisors, 25 support staff, and 5 FTE student assistants. In addition to an accredited MLS, requirements are: previous successful management/supervisory experience; superior interpersonal and communications skills; ability to plan and implement change; and ability to work effectively in a complex academic environment. Familiarity with automated circulation systems (particularly NOTIS), advanced degree in relevant subject area (humanities or history), and working knowledge of modern European language(s) desirable. Salary ranges are: Librarian I, \$26,500-\$34,450; Librarian II, \$28,500-\$38,475; Librarian III, \$31,500-\$45,675. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is March 31.** Send resume, listing names, addresses, and phone numbers of 3 references to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

**Head of government publications and microforms department** (search extended). Department is staffed by one FTE librarian (the department head), and 3 FTE library assistants. It maintains 5 areas: U.S., California state and local, British, U.N., and international organizations. The department is responsible for microtext operations as well. **DUTIES AND RESPONSIBILITIES:** operation of the government publications and microforms department for the Libraries of the Claremont Colleges; develops and manages the department; direct responsibility for one of the 5 collection areas; participates in reference services and instructional programs. Analyzes, recommends, and implements the automation of the processing and control of government publications as warranted by

## Berkeley

### Head Librarian, Catalog Department

Serving the library at Berkeley plus 19 of the 23 library branches on campus, the catalog department is responsible for all original cataloging of monographs, media, and machine-readable data files in all languages except Chinese, Japanese, and Korean. In addition, the department coordinates cataloging and authority control policy throughout the library, including the bibliographic services department, the serials cataloging division, 4 branch cataloging units, and other departments.

**DUTIES:** The catalog department head librarian is responsible for the management of the department, including planning, personnel administration, budgetary control, administrative reporting, and overall operation of the services provided by the staff. As chair of the Cataloging Council, an advisory group of 13 heads of cataloging units at Berkeley, the individual in this position coordinates cataloging and authority control policies.

**QUALIFICATIONS:** MLS degree or equivalent and substantial academic or research library experience is required, plus demonstrable successful management of a cataloging or similar unit, including experience with budget and personnel administration. The ability to exercise leadership with a large staff, a commitment to staff participation, and excellent communication skills are also essential. Rank and salary (range: \$42,900-\$49,000) will be based on the qualifications of the candidate selected. The position will be available July 1 or as soon thereafter as possible.

**CLOSING DATE FOR APPLICATIONS:** This position will remain open until April 25.

Apply in writing, including a complete resume with cover letter and the names and addresses of 3 professional references, to:

Janice H. Burrows  
Director, Library Human Resources  
Human Resources Department  
Room 447 Library  
University of California  
Berkeley, CA 94720

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current developments. Oversees microtext operations. Hires, organizes, trains, schedules, supervises, and evaluates government publications staff. Conducts in-house staff development workshops. Prepares budgets, annual reports, and other reports as needed. Consults with the libraries' subject bibliographers on selections. Serves as member of the libraries' Expanded Line Officers Group. Salary: \$25,000-\$30,000. **QUALIFICATIONS:** MLS degree. Thorough knowledge of depository programs and government publications collection development; ability to provide public services in one or more of the 5 collection areas; 1-2 yrs. supervisory experience, preferably in an academic library. Highly desirable: experience in reference services and library instructional programs. Experience with automated library systems. Applications accepted until a selection is made. Send resume with names, addresses, and telephone numbers of 3 references. Include cover letter with statement of qualifications. Apply to: Alberta Walker, Chair-Search Committee, **Honnold Library, The Claremont Colleges, Claremont, CA 91711.**

**Head of reference services** at Arizona State University, where a totally new reference complex is being created on the mezzanine overlooking the new underground library addition. **PRIMARY RESPONSIBILITIES INCLUDE** management of the reference department (15 librarians, 3 support staff) in the main library, development and administration of active programs of reference support and faculty liaison (including collection development), coordination with other administrators of related information services; strategic planning; reference desk service. **REQUIRED:** ALA-accredited MLS degree; 5 yrs. experience at the professional level in academic or research libraries; 3 yrs. experience in the provision of reference services; successful experience as a supervisor of librarians; excellent interpersonal and communication skills; skill in the use of new technologies in the provision of reference services, including online databases, microcomputers, and compact disks; experience and/or training in collection development and management; demonstrated leadership qualities. **Preferred:** 3 yrs. experience at the department-head

level in a large academic or research library; academic degree or experience in providing library services in the social sciences or humanities. Salary: \$38,000 minimum (negotiable, dependent on qualifications and experience). **Recruitment will remain open until the position is filled, but review of applications will begin April 15.** **TO APPLY:** Send letter of application and resume which together address all of the qualifications listed above, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Associate Dean of University Libraries, **Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.** ASU is an affirmative-action, equal-opportunity employer.

**Head of special collections department,** Montana State University Libraries. **RESPONSIBLE FOR** the organization, arrangement, description, security, and preservation of the materials in special collections and the University Archives. These collections include books, manuscripts, architectural drawings, maps, photographs, and artifacts relating to the history of Montana, the Pacific Northwest, and Native Americans. Provides access to and reference service in these collections for students, faculty, and other researchers; prepares grant proposals for special project funding; actively acquires additions for the collections; and participates in the library instruction program. Trains and supervises clerical and student staff and reports to the assistant dean for public services. This is a tenure-track, FY position at the Assistant Professor level. Promotion and tenure requirements include a subject master's degree and service, research and creativity, and professional development activities. Salary: \$28,000-\$32,000. Available July 1. **QUALIFICATIONS required:** MLS from ALA-accredited institution; 3 yrs. professional experience in special collections work (including processing, cataloging, or indexing); demonstrated ability to work and communicate effectively with co-workers, administrators, patrons, and donors in an academic environment. **Desired:** Master's or PhD degree in history, history of science, Native American studies, or other related area of study; training or experience in archival organization and management, or

## Head, Information Acquisition Department

Under the general direction of the assistant director for technical services, is responsible for planning and supervising the acquisition of monographs and serials in all formats for University Libraries. There are 2 units, the information accounting unit and the information resources unit. The head manages the department, supervising its personnel and activities; establishes new policies as required; coordinates the quality standards for departmental routines; assigns priorities, reviews responsibilities and workflow; facilitates communication between the department and University Libraries' collection managers, vendors, and external information providers. The staff consists of 3 professionals, 6 support staff, and student assistants. University Libraries, an ARL member, is composed of Sears and Freiburger libraries, plus 2 branches, and houses the collections in humanities and arts, social and behavioral sciences, engineering, science, management, and music.

**REQUIREMENTS:** ALA-accredited MLS; 2nd master's degree preferred. 5 yrs.' increasingly responsible experience in an academic research library with at least 3 yrs. in acquisitions, serials, or preferably, a combination of both. Demonstrated knowledge of the serials industry, the book trade, and emerging information technologies; substantial managerial/supervisory experience; experience with a local online library system; demonstrated initiative, originality, and judgment in applying established principles and procedures to complex and unusual problems; experience with scientific and technical materials desirable.

Salary: Minimum \$30,000.

**Review of applications will begin on March 24;** applications will be accepted until the position is filled. Send resume and names of 3 current references to: **Karen K. Griffith, Personnel Librarian, Case Western Reserve University, 11161 East Blvd., Cleveland, OH 44106.**

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records management; experience in computer applications in libraries; experience in grant writing/fundraising. **APPLICATION: Screening will begin April 1,** and continue until a suitable candidate is hired. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Special Collections Search Committee, **Office of the Dean, Montana State University Libraries, Bozeman, MT 59717-0022.** Further information may be obtained by calling 406-994-3119. MSU is an EEO, AA employer.

**Head, online cataloging section.** The online cataloging section head supervises personnel involved with the plans for bibliographic record searching, online cataloging of MARC monographs, and the creation of machine-readable bibliographic records for retrospective conversion. The section head supervises 6 library assistants and 3 part-time student assistants. **REQUIRED:** MLS from an ALA-accredited library school; experience with MARC formats and online cataloging. **Preferred:** experience with integrated online systems; supervisory experience. Salary: Minimum \$28,000. **Applications received by April 28 will be given first consideration;** applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references and/or placement bureau address to: Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

**Head, original cataloging department** (search extended). Provides overall supervision and management for the original cataloging department under the direction of the head, processing division. Department is responsible for all original cataloging for all formats in all languages, and provides descriptive cataloging, LC classification, and LC subject headings as needed for OCLC member-input records. Participates in weekly planning meetings. Department consists of 4 entry-level professional librarians, 2 experienced catalogers, and 4.5 classified staff. **QUALIFICATIONS:** ALA-MLS. Minimum 4 yrs.' progressively responsible professional (post-MLS) cataloging experience, preferably in an online environment. Requires at least one yr. in an academic or large research library. Experience with MARC formats, AACR2, LC rule interpretations, and Library of Congress subject headings. Must have experience with OCLC or similar bibliographic utility. Experience with NOTIS desirable. Supervisory and management skills appropriate to the position. Salary: \$24,000 minimum

for 10.5 mos.; \$25,000 with additional master's. **BENEFITS:** Competitive benefits package. No state income tax. Faculty rank. Texas A&M is located in Bryan/College Station, between Austin and Houston. **CLOSING DATE: Applications received by April 30 will receive first consideration.** Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EOE employer.

**Head, reference department.** The Henry Madden Library of California State University/Fresno seeks an innovative, flexible, and service-oriented librarian to provide leadership for the library's reference department. The department consists of 7 professionals, 3 support staff, and 6.8 FTE student assistants. The head of reference is responsible for general reference service; interlibrary lending; bibliographic instruction; computerized information service (database searching and CD-ROMs); and selection and management of the reference collection. The head of reference reports to the associate dean for administration and serves on the library's Administrative Council. **QUALIFICATIONS required:** MLS from an ALA-accredited institution; substantial reference and/or other public service experience in an academic library, including some supervisory responsibilities; ability to establish effective working relationships with faculty, staff, and students in a culturally diverse environment; knowledge of trends and issues in academic libraries and the ability to participate in systematic planning; strong commitment to service; evidence of research, publication, and professional activity. 12-mo. appointment, full-time, tenure-track, faculty status. Appointment at rank appropriate to qualifications. Salary range: \$31,560-\$55,548. Attractive benefits package. **Correspondence, applications, and confidential papers should be sent by May 10 to:** Herb Fox, Search Committee Chair, **Henry Madden Library, Administrative Office, California State University/Fresno, Fresno, CA 93740-0034.** An affirmative-action, equal-opportunity employer.

**Head, science & engineering reference/research services,** University of Minnesota Libraries/Twin Cities Institute of Technology Libraries (search extended). The University of Minnesota invites applications for the position of head, science and engineering reference/research services. The position will provide

leadership in the development of information services for the academic community, as well as business and industry. A strong emphasis is placed on the application of technology to enhance services. **RESPONSIBILITIES INCLUDE:** planning, implementing, and participating in programs for reference service, computer-based information service, user education, and document delivery; management of the work of the department, directing the activities of 5 science reference librarians, participating in space and facilities planning; developing long-range planning for the Science and Engineering Library. Reporting to the director of the Institute of Technology Libraries, the reference head serves as a member of the management team, which involves discussion of major program and administrative policy issues. **QUALIFICATIONS:** 1) ALA-accredited master's degree or related master's degree. 2) Minimum 5 yrs.' professional experience as a science or engineering librarian in a research library, with a minimum of 2 yrs.' administrative experience. 3) Strong commitment to experimentation and change with an interest in long-range planning for innovative reference services. 4) Highly developed skills in areas of reference service and online searching. 5) Knowledge of trends and issues in information services for science and technology. 6) Excellent written and oral communication skills. The Science and Engineering Library is a division within the Institute of Technology Libraries, one of 4 major departmental library units within the University Libraries. Its collections and services are focused on chemistry, physics, engineering, geology, history of science. Taken together with the departmental libraries of Mathematics and Architecture, the collections consist of 400,000 volumes, 4,500 current serials, and a staff of 46. The University of Minnesota Libraries, including IT Libraries, utilize NOTIS software for their integrated online systems. Salary: minimum \$34,000. Appointment: Assistant or Associate Librarian, depending upon qualifications. **Initial review of applications will begin April 15,** but the search will continue until the position is filled. Send application letter, resume, and names of 3 references to: Barbara J. Doyle, Personnel Officer, **University of Minnesota Libraries, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455.** Please identify application with #UL 177. The University of Minnesota is an equal-opportunity employer and invites and encourages applications from women and minorities. **NOTE:** The Immigration Reform and Control Act of 1986 requires all new employees to submit verification of identity and authorization to work in the United States at time of hire.

**Head, Sciences and Engineering Library,** University of California/Santa Barbara. Plans, organizes, and manages public service activities within department; supervises and provides leadership for 6 librarians and 5 support staff who work to enhance access and delivery of information in a rapidly changing environment. Requires MLS and degree in science, engineering, or related field; experience in establishing strong faculty relationships and experience in collection management and development. Salary range is \$31,944-\$54,060. **Send letter of application, names of 3 references, and resume by May 15 to:** Margaret Deacon, Associate University Librarian-Personnel, **University of California/Santa Barbara Library, Santa Barbara, CA 93106.** UCSB is an affirmative-action, equal-opportunity employer. Proof of U.S. citizenship or eligibility for U.S. employment will be required prior to employment (Immigration Reform and Control Act of 1986).

**Information services librarian (ISL).** The University of Charleston, W.Va., is seeking an information services librarian (ISL) to assist in the process of moving from a manual mode of operation to an automated and resource-sharing mode. The ISL is a new position in the new information services unit, comprised of the library, telecommunications, and ad-

ministrative and academic computing. The ISL will be a member of the faculty and have instructional responsibilities for information management and retrieval and primary responsibility for the management of search services. The ISL will share responsibility for collection development and the selection and implementation of automated systems. **QUALIFICATIONS INCLUDE:** MLS degree in library/information sciences or equivalent, teaching skills and interests, strong student services orientation, and eagerness to serve on an information services team dedicated to moving the library rapidly into the electronic age. Salary: \$19,000–\$21,000, based on qualifications and experience. Starting date: July 1. The University of Charleston is a private, coeducational, liberal arts institution with a student body of 1,500. Located in the capital of West Virginia, the campus is situated directly across the Kanawha River from the State Capitol complex and the Governor's Mansion. Send letter of application, vitae, and 3 letters of recommendation to: Sue Bostic, Personnel Officer, **University of Charleston, 2300 MacCorkle Ave. S.E., Charleston, WV 25304.** AA, EOE.

**INFOSouth information manager,** University of Georgia Libraries. INFOSouth, a Southern Forestry Information Service, is funded by U.S. Forest Service grants and self-generated income for the purpose of providing information services to the forestry community in the South. INFOSouth operates in a highly automated environment employing innovative approaches to the delivery of information services. (Salary minimum \$19,700 commensurate with experience.) **DUTIES:** Responsible to the INFOSouth coordinator for performing literature searches; providing general reference service, technical development, and local interaction with the FS INFO database; preparing and supervising database input; overseeing office automation activities; and acting in a decision-making capacity in the absence of the coordinator. The 5-person staff serves U.S. Forest Service employees and subscribers in the 13 southeastern states. **QUALIFICATIONS:** ALA-accredited MLS; experience with online searching; working knowledge of basic reference sources; practical experience with applications in a micro- or minicomputer environment; familiarity with MARC format and AACR2 for minimal-level cataloging; interest in the biological or agricultural sciences; ability to work independently with initiative and good judgment; ability to establish and maintain effective working relationships; effective written and oral communication skills; interest in academic librarianship preferred. This position will be filled only if suitable applicants are found. **APPLICATION PROCEDURE:** Send letter of application by April 14, including resume and names of 3 references, to: Florence E. King, Personnel Librarian, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

**Librarian.** Faculty rank and tenure-track position in a combination of areas including reference, cataloging, instruction, and collection development. **RESPONSIBILITIES INCLUDE:** cataloging new monographs, supervising processing, and bibliographic instruction. Serves on daytime, evening, and weekend reference rotation. The library has an integrated computer system (CLSI) and serves the School of Humanities and Social Sciences, School of Science and Professional Studies, and School of Business Administration. **REQUIRED:** Accredited MLS, minimum 2–3 yrs.' experience, effective oral and written communication skills. Most desirable: academic background in technical and public service, ability to communicate in a collegial environment; prior experience with OCLC and automated systems; experience in supervising support staff. 12-mo. faculty appointment to a tenure-track position available July 1. Salary commensurate with qualifications (minimum starting salary \$23,000). Send letter of appli-

cation, completed resume, and names and addresses of 3 references to: Robert M. Brooks, Library Director, **Guggenheim Memorial Library, Monmouth College, Cedar Ave., West Long Branch, NJ 07764.** An equal-opportunity employer.

**Librarian.** The University of Wisconsin/Madison General Library System is accepting applications for the position of director of the Steenbock Agricultural & Life Sciences Library. Full state benefits. Salary range: \$39,058–\$58,586. **RESPONSIBILITIES:** Administration and management of Steenbock Library, including long- and short-range planning, setting goals and objectives, developing policies and procedures, allocating budget and personnel resources, and for program development. **QUALIFICATIONS:** ALA-MLS. 5 yrs.' experience in academic or research library, with movement to positions of increasing responsibility, including 3 yrs.' high-level

administrative and supervisory experience, is required. Experience in the life sciences field desirable. Demonstrable leadership ability. Strong oral and written communication skills. Applicants should submit a writing sample and final candidates must present a paper on a relevant topic before an audience. **Deadline: April 3.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Priscilla Neill, **Memorial Library, University of Wisconsin/Madison, 728 State St., Madison, WI 53706;** or call Mary Baremore at **608-262-2768** for full announcement. EEO, AA.

**Library graduate assistants** for 1989 academic year. Mankato State University is seeking individuals who possess either an MLS or MA in library science and who wish to work on a subject master's degree while gaining valuable professional experience in an academic library. MSU offers master's de-

## Curator of Judaica and Hebraica Collections

The Stanford University Libraries seek applications from qualified professionals with strong backgrounds in Jewish Studies to become the first Reinhard Family Curator of Judaica and Hebraica Collections at Stanford. Principal responsibilities of the Curator are to develop and manage the Libraries' growing collections in support of Stanford's recently created Jewish Studies Program. The Curator is also expected to develop programs of specialized reference and instruction, work with technical services staff to develop procedures for the processing of materials, participate in Library development efforts, and to contribute to the general effectiveness of the Libraries' Collection Development Program.

Candidates should have significant experience in academic libraries, a knowledge of the nature and distribution of library materials in the field of Jewish Studies, and demonstrated professional accomplishments. Appropriate linguistic skills and MLS or the equivalent in practice are also required. Graduate training in Jewish Studies and related fields is highly desirable as is familiarity with technical processing practices, especially cataloging. Evidence of effective oral and written communication is necessary, and candidates should be able to demonstrate the ability to work effectively with library staff as well as with faculty and students.

Applications received by **March 31, 1989** will be given first consideration. Associate Librarian (\$29,700–\$41,400) or Librarian (\$33,900–\$50,000) rank depending on qualifications and experience. Send letter of application, resume and three letters of reference from professionals who are knowledgeable of your qualifications for this position to **Irene Yeh, Assistant Library Personnel Officer, Stanford University Libraries, Stanford, CA 94305-6004.** Cite #902-AL on all correspondence. EEO/AEE.

# STANFORD UNIVERSITY



## Chief of Catalog Department

The Stanford University Libraries seek an experienced, energetic and flexible manager, comfortable with and effective in a dynamic technical services environment to head the Catalog Department. As the Libraries move to implement an integrated on-line processing system, the Chief of the Catalog Department will play a key role in shaping and coordinating the process of transition.

We invite applications from individuals who can demonstrate: significant experience in providing bibliographic access to and control of a wide range of library materials and an ability to see the relationship of cataloging to all local and national library programs; superior administrative and planning skills; effective interpersonal skills, including the ability to manage change in a complex environment; solid communications skills and evidence of creative and imaginative contributions to overall library management. The Chief of the Catalog Department directs a staff of 60.25 FTE (including 22.25 librarians) and is responsible for all cataloging functions for monographs as well as for defining appropriate levels of bibliographic access for all library materials, developing appropriate policies and processes for achieving them, and coordinating necessary resources. Senior Librarian (\$39,400-\$57,600). Send letter of application, resume and names of 3 professional references by **March 31, 1989 to Irene Yeh, Assistant Library Personnel Officer, Stanford University Libraries, Stanford, CA 94305-6004. Cite #903-AL**, on all correspondence, EEO/AEE.

## STANFORD UNIVERSITY



grees in over 60 academic disciplines. Graduate assistantships are internships in the discipline—in this case, 2 disciplines—library science and the subject discipline of your choice. Graduate assistants supervise student workers and perform other professional services in the public and technical services of the library. Public service positions include reference, government publications, online database searching, interlibrary loan, educational resource center, media production, circulation, maps, periodicals, and bibliographic instruction. Positions in the technical services include acquisitions, cataloging, and library research. Successful candidates must show evidence of demonstrable working experience in one of the areas listed. A full assistantship averages 20 hrs. work and pays \$160 per week for 34 wks. of the academic year. Additionally, graduate assistants qualify for in-state tuition and for one-half tuition remission of 6-12 graduate credits per quarter during the academic year. Mankato State University Library, a dynamic information center for over 16,000 students and area users, has a staff of 25 librarians, 24 classified staff, 20 graduate assistants, and over 200 student workers. Memorial Library is the home of the PALS automated system, a nationally known integrated library system featuring an online catalog, a circulation system, an interlibrary loan module, a serials control system, and an acquisition system. Authority control and inventory control are under development. A letter of application outlining your experiences in an academic library, your resume, and the names and telephone numbers of 3 current references should be sent to: Thomas M. Peischl, Dean of the Library, **Mankato State University, MSU Box 19, Mankato, MN 56002; 507-389-5953**. Applications from minorities are encouraged. Mankato State University is an equal-opportunity university and employer.

**Manuscripts librarian, special collections.** Mississippi State University Libraries (readvertisement). **QUALIFICATIONS:** ALA-accredited MLS required, with an advanced degree in history or other appropriate subject preferred. At least 2 yrs. experience in an academic library with demonstrated successful processing and cataloging of manuscript collections required. Familiarity with archival and records management desirable. Individual in this position must have a thorough knowledge of standard manuscript and archival processing and preservation techniques; strong analytical and writing skills with aptitude for bibliographic detail; excellent communication and interpersonal skills; ability to work independently and well with other staff members and the general public; commitment to public service necessary. A broad general understanding of history and politics and an expertise for recognizing significant historical items are needed. Supervisory skills required. **DUTIES:** organization and arrangement of manuscript collections; preparation of descriptive inventories, collection cataloging, subject and other indexing. Compiling of guides to the collections and submitting detailed descriptions to various national publications. Reference service to researchers and patrons of special collections and university archives. Rotating weekend assignments, with special assignments as necessary for overall operation of department. Supervision of support staff and library student assistants in processing work. **BENEFITS INCLUDE** faculty rank, status, privileges, and responsibilities; enrollment in the State Retirement System; comprehensive medical coverage; university holidays and annual and health care leave. Salary: \$19,000 or higher, depending upon qualifications and/or experience. This position will be filled only if a suitable applicant is found. The Search and Screening Committee will begin to consider nominations and applications immediately and

will continue to do so until the position is filled. **APPLICATION PROCEDURE:** Send application and resume, including names, addresses, and telephone numbers of at least 3 references (preferably work) to: Frances N. Coleman, Chair, Search Committee, **Mississippi State University, POB 5408, Mississippi State, MS 39762**. Mississippi State University is an equal-opportunity, affirmative-action institution.

**Media librarian.** Presbyterian College, Clinton, S.C., a 4-yr., liberal arts college with 1,100 students and a faculty of 70, will establish a full-time professional library staff position July 1. **RESPONSIBILITIES INCLUDE:** initial development and subsequent direction of a program of media services and materials to support the educational program. ALA-accredited MLS preferred; experience in reference work is desirable; master's in educational media or instructional technology will be considered. Creativity and the ability to communicate effectively with individuals and groups are essential. Salary negotiable; \$21,500 minimum. Full job description sent upon request. **Send application, resume, (including names, addresses, and telephone numbers of 3 references) by April 1** to: Lennart Pearson, Media Librarian Search Committee, **Presbyterian College Library, Clinton, SC 29325; 803-833-8295**. EOE.

**Media services librarian,** Health Sciences Library. The media services librarian is responsible for planning, developing, and administering services and resources of the HSL's media center. The incumbent has principal responsibility within HSL for curriculum-related equipment and material, and works with faculty in developing additional applications of audiovisuals and microcomputers in the curriculum. Other responsibilities include preparing budget recommendations and overseeing expenditures for AV equipment, multimedia programs, and software; providing general and in-depth consultation and reference service; supervising staff of 4 FTE; participating in management of microcomputer services; representing the library in designated external and internal networks; and acting as the library's liaison to other audiovisual departments and appropriate Columbia schools and programs. The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health; the Presbyterian Hospital; and other affiliated health care, instruction, and research programs in the Columbia-Presbyterian Medical Center. The library is working toward the development of a scholarly information system and, with the Center for Medical Informatics, will implement IAIMS (integrated academic information management system) within the next 5 years. Through an active outreach program, the HSL also provides services to other institutions. The library has a staff of 54 FTE, a collection exceeding 425,000 volumes with over 4,000 journal titles, and a comprehensive special collections section. The media center, and the microcomputer laboratory and classroom, occupy approximately 12,000 square feet and collections exceed 3,000 titles. An accredited MLS, or other relevant graduate or professional degree with audiovisual training, is required. Also required are at least 2-5 yrs. related experience; strong public service orientation and superior interpersonal skills; excellent oral and written communications skills; managerial, supervisory, and instructional skills; and basic knowledge of reference sources and consultation techniques, nonprint media, and microcomputer applications. Knowledge of educational theory and strong technical competence with a variety of audiovisual equipment and microcomputers highly desirable. Salary ranges are: Librarian I, \$26,500-\$34,450; Librarian II, \$28,500-\$38,475; Librarian III, \$31,500-\$45,675. Excellent benefits include tuition exemption for self and family and assistance with university housing. Send resume, letter of interest (please specify media services librar-

ian), and names, addresses, and phone numbers of 3 references to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

**Microcomputer specialist/reference librarian.** The University of Nevada/Reno Library seeks an energetic librarian with a strong interest and aptitude in microcomputers to provide guidance, training, and support of microcomputer applications in the public service areas of the library. The position functions as a member of the reference department and participates in its varied activities, such as online searching and instruction. ALA-accredited MLS; knowledge of and keen interest in microcomputer applications and software (including laser disk technology); working knowledge of a variety of major microcomputer software packages; online database searching experience; strong public service skills and orientation. Faculty status requires librarians to meet faculty standards for appointment, promotion, and tenure. Salary open, depending upon qualifications and experience (minimum \$25,000). 12-mo. appointment; TIAA/CREF; 24 days' vacation. Open July 1. Mountains, desert, lakes, 5 hours by car from San Francisco. **Closing date April 15** or until position is filled. Send resume and names and addresses of 3 references to: Mary Ansari, Head of Administrative Services, **University of Nevada/Reno Library, Reno, NV 89557-0044.** AA, EOE. UNR employs only individuals lawfully authorized to work in the United States.

**Monographs department head.** Administer department of 2 professional and 6 support staff responsible for the acquisition of monographs and gifts; approval plan; original cataloging of monographs, special collections, and media; catalog maintenance and bibliographic holdings; coordination of collection development activities and fund allocations for \$600,000 monographs budget; assist in implementation of an integrated automated system including an online catalog. The Univ. of Toledo is the fastest-growing state university in Ohio with 23,000 students offering associate, bachelor's, professional, and doctorate degrees in 8 colleges. The attractive main campus location, in one of Toledo's finest residential sections, provides a suburban atmosphere, yet is an integral part of the civic, cultural, and commercial life of the community. The city of Toledo has undergone a revitalization of its downtown and waterfront area to complement its noted Museum of Art, Zoo, and Metropolitan Park System. Its location provides the city with outstanding recreational opportunities on Lake Erie and easy access to cities through the Midwest. **QUALIFICATIONS:** MLS from an ALA-accredited school; 5 or more yrs. in acquisitions or cataloging, including experience with acquisition of monographs and automated cataloging systems, 2 or more yrs.' supervisory experience. Faculty rank and status, 12-mo. contract, tenure track with comprehensive fringe benefit program. Salary about \$32,000. Position available July 1. **For full consideration, applications should be received by April 14.** Applications accepted until the position is filled. Send resume and names of at least 3 references to: Alan D. Hogan, Chairperson of Search Committee, **William S. Carlson Library, The Univ. of Toledo, Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

**Preservation intern.** This is a temporary, 9-mo. position funded by a grant from the Mellon Foundation to support research-library preservation programs nationally. 4 other institutions have also received preservation intern grants from the Mellon Foundation: Library of Congress, New York Public Library, Stanford University Libraries, and Yale University Libraries. The intern will report to the assistant director for preservation and, after

orientation, will be assigned to one or more departmental libraries. Every effort will be made to assign the intern to subject areas of individual interest. The primary responsibilities will involve surveying the condition of specific collections, monitoring environmental conditions, assessing current preservation procedures and determining needs in order to design a practical preservation program, and preparing a proposal for the funding of any identified special needs. The intern will have the opportunity to participate in planning sessions, policy discussions, and other librarywide preservation activities. In addition to an accredited MLS, requirements are knowledge of preservation practices and conservation procedures and techniques, as demonstrated through previous relevant experience and/or successful completion of a formal program in the preservation of research library materials. Salary is \$2,083 per month. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is March 31.** Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University,**

**535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

**Reference bibliographer for science and engineering** (search reopened), Mervyn H. Sterne Library, University of Alabama at Birmingham. Position available immediately at academic rank of Assistant Librarian or above; minimum salary \$20,000. Responsible for general and specialized reference service to library patrons and effective interaction with instructional faculty of the schools of Engineering and Natural Science and Mathematics. Assists in collection development in these areas and monitors library materials budgets. **REQUIRED:** ALA-accredited MLS. **Preferred:** Academic library experience, reference experience, undergraduate background in engineering or the sciences, database search experience. **Applications received by March 30 will receive first consideration.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Mary A. Robertson, **Mervyn H. Sterne Library, Univ. of Alabama at Birmingham, Birmingham, AL 35294.** UAB is an affirmative-action, equal-opportunity employer.

### **Columbia University Libraries Social Sciences Division**

Columbia University Libraries are seeking 2 talented professionals to join the staff of the Social Science Division. The division consists of the Business, Lehman, Journalism, and Social Work libraries, and the Documents Service Center. These department libraries work together in coordinating, planning, and evaluating traditional information/instructional services; access services; collection management, and the introduction of new nontraditional products and services. The head of the Documents Service Center and the Lehman librarian play major roles within the division, and have the opportunity to work in an exciting and challenging environment. Both positions report directly to the assistant director for the social sciences.

#### **Head, Documents Service Center**

The head of the Documents Service Center provides leadership in developing documents services and collections for the Columbia University library system, including administering and coordinating systemwide service, resource development, and technical processing. The head provides reference and consultation services, instructs individuals and groups in the use of documents, and is expected to provide leadership in the incorporation of government information in machine-readable form into information services at Columbia. The incumbent has responsibility for hiring, training, and evaluation of all Documents Service Center staff (2 support staff plus student assistants), and represents the Columbia Libraries in local and national documents forums.

In addition to an accredited MLS, requirements include previous public service experience with U.S. government documents in an academic or large public library, superior verbal and written communications skills, and demonstrated ability to work effectively with others in a complex environment. Knowledge of machine-readable data files and data archives management, experience with CD-ROM technology and products, and previous supervisory experience are highly desirable.

Salary ranges are: Librarian I, \$26,500-\$34,450; Librarian II, \$28,500-\$38,475; Librarian III, \$31,500-\$45,675.

**Deadline for applications is March 31.**

#### **Lehman Librarian**

The Lehman librarian is responsible for planning and developing programs, policies, and procedures for intellectual and physical access to the Lehman/Social Work collections, including administrative responsibility for reference and instructional services, circulation and reserves, technical services, and physical facilities. The librarian will maintain close contact with faculty and students of the School of International and Public Affairs (SIPA) and the School of Social Work, including regular meetings with SIPA administrators and service on Lehman and Social Work advisory boards. The incumbent will participate in collection management, including preservation, inventory projects, and planning for automated circulation.

In addition to an accredited MLS, requirements include at least 5 yrs.' experience in managing access and information services in an academic library; superior verbal and written communications skills; demonstrated ability to work effectively with others in a complex environment; and relevant management experience. Experience with reserves management and automated circulation; previous successful program development for instruction in the social sciences; knowledge of U.S. government documents and CD-ROM technology and products; and experience in online/end-user database searching desirable. Reading knowledge of at least one foreign language (preferably Russian or Spanish) also desirable.

Salary ranges are: Librarian II, \$30,500-\$41,175; Librarian III, \$33,500-\$48,575.

**Deadline for applications is April 30.**

Columbia offers an excellent benefits package, including tuition exemption for self and family and assistance with university housing.

To apply, please send letter of interest (specify which position), resume, and names, addresses, and phone numbers of 3 references to: **Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.**

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## Director of Collection Management Bowling Green State University

The university libraries of Bowling Green State University seek an experienced, energetic collection development librarian to serve in a newly created administrative position reporting directly to the dean of libraries and learning resources. This is a 12-mo., tenure-track appointment.

**RESPONSIBILITIES:** The person in this position directs the work of acquisitions, serials, government documents processing, 2 bibliographers, 9 support staff, and approximately 20 subject librarians, whose selection responsibilities average 10–30% of their time; is responsible for defining, building, and maintaining an effective collection development program in support of the university's research and instructional activities; responsibilities include approval plans, gift program, and liaison program with university faculty/academic departments regarding collection development; responsible for determining the placement of material within the various collections; recommends allocations and monitors the materials budget. The person also serves as a senior member of the libraries and learning resources management team, serves on library faculty committees, and participates in faculty governance.

**QUALIFICATIONS:** ALA-accredited MLS required, PhD desirable, plus at least 5 yrs.' successful collection development experience in a research library. Evidence of previous record of experience in management, interaction with donors, and promotion of the collection. Evidence of ability to lead, direct, coordinate, and motivate professional associates within a collegial framework. Excellent writing, speaking, and interpersonal skills required. Reading knowledge of at least one foreign language. A record of research, publication, and professional activities sufficient for appointment at the Assistant or Associate Professor level is required.

**SALARY:** Negotiable, with \$40,000 minimum, dependent upon qualifications and experience. Excellent fringe benefits.

**APPLICATIONS:** The search committee will begin reviewing applications on April 1, and will continue to do so until the position is filled. Send letter of application, resume, and the names, addresses, and telephone numbers of 3 references (including current supervisor) to: Kathryn Thiede, Personnel Officer, Libraries and Learning Resources, Jerome Library, Bowling Green State University, Bowling Green, OH 43403.

BGSU is an AA, EOC employer.  
Minorities and women are encouraged to apply  
and to identify themselves for affirmative-action purposes.

**Reference librarian and education bibliographer** (Librarian I or II), Michigan State University Library. Reporting to head of social sciences and humanities reference, provides specialized reference, comprehensive database searching, and bibliographic instruction services, and participates in all reference and instructional activities of the unit, with emphasis on social sciences. Takes primary responsibility for developing and coordinating specialized services in education and psychology, and selects current and retrospective materials for libraries in these areas. Provides scheduled reference services in social sciences and humanities reference, or in Documents Library, including evening and weekend hours. Assignment may include coordination of one or more major functions of the unit. **REQUIRED QUALIFICATIONS INCLUDE:** a master's degree from an accredited program in library science; educational background or experience with research materials in one or more social science disciplines, particularly in education. Appointment will be made at Librarian I or II level, depending upon qualifications; appointment at the rank of Librarian II requires at least 3 yrs.' successful experience in an academic or research library or substantial equivalent experience. Demonstrated ability to communicate effectively, both orally and in writing; and ability to work effectively with faculty, students, and staff are also required. Other desired qualifications include an advanced degree in a discipline related to areas of assignment, database experience, collection development or reference experience, teaching experience, or foreign language expertise. Minimum salary \$21,000, depending upon qualifications. Social sciences and humanities reference is the principal service unit for specialized reference in social sciences and humanities, including education and law, and is staffed by approximately 7 FTE librarians, 1.5 FTE support staff, and 2.3 FTE student assistants. Position approval is pending; mention position #PRO-203E. **Appls. received by March 15 will receive priority consideration.** Position will remain open until filled. Submit letter of application, resume, and names and addresses of 3 current references to: Eugene Wiersma, Jr., Head, Social Sciences and Human-

ities Lib., Main Lib., Mich. State Univ., East Lansing, MI 48824-1048. MSU is an affirmative-action, equal-oppty. institution.

**Reference librarian.** Assist in providing reference services in business subjects, social sciences, and humanities. Minimum requirements: MLS degree from an ALA-accredited school; reference experience, including work with business materials; experience with bibliographic instruction and online searching; working knowledge of one modern European language. Salary \$21,500 minimum. Excellent fringe benefits. Open April. **Send resume by March 31 to:** James DeLancey, Georgetown University Library, POB 37445, Washington, DC 20013. GU is an affirmative-action, equal-opportunity employer.

**Reference librarian/engineering-physical sciences bibliographer.** The University of Nevada/Las Vegas, a dynamic, urban university with 15,000 students, is seeking an innovative, service-oriented reference librarian/engineering-physical sciences bibliographer. **RESPONSIBILITIES:** Reports to head reference librarian. Duties include general and subject-specific reference assistance from central reference collection; library instruction and online searching; faculty liaison and collection development for engineering, computer science, architecture, and selected physical sciences. Shares evening and weekend reference desk assignments. **QUALIFICATIONS:** ALA-accredited MLS, excellent interpersonal and communication skills, analytical ability, flexibility, initiative, ability to work effectively with clients and staff, and demonstrated commitment to public services required. Academic background and/or library experience in relevant subject area; online database searching experience preferred. Salary: \$22,406 minimum. Application: Librarians have 12-mo., tenure-track appointments with 24 days per year of paid vacation. Position available July 1, pending continued institutional funding. **Send letter of application, resume, and names, phone numbers, and addresses of 3 references by April 17 to:** Mary Dale Deacon, Director of Libraries, University of Nevada/Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154. UNLV is an AA, EEO institution.

**Reference librarian/media specialist.** Responsibilities divided between reference department and media curricular center and include providing general reference service, assisting with bibliographic instruction, and supervising the center. Involves evening and weekend reference service. ALA-accredited degree required. Prefer degree or relevant experience in education or media and one or more yrs.' reference experience in an academic library. The candidate should possess excellent supervisory and organizational skills and the ability to communicate effectively with faculty, staff, and students. Tenure-track position available at Instructor or Assistant Professor level dependent upon experience and qualifications. Faculty rank and status. Salary: minimum Instructor level \$21,004. Summer work available at same salary rate. Excellent fringe benefits. Position available Aug. 24. Write or call for copy of position description, qualifications, and benefits. **Review of applications will begin April 20, and continue until the position is filled.** To apply, send letter of application, resume, transcripts, and names and telephone numbers of 3 professional references to: Robert D. Gimmi, Lehman Library, Shippensburg University of Pennsylvania, Shippensburg, PA 17257; 717-532-1475. Shippensburg University is an equal-opportunity, affirmative-action employer. Women and racial minorities are encouraged to apply.

**Reference librarian,** Pennsylvania State University. Penn State University at Erie, Behrend College, seeks an energetic, creative reference librarian for a growing and increasingly busy library. Duties include reference desk coverage, including evening hours, participation in an expanding bibliographic instruction program, computerized literature searching, and collection development. Behrend College library is part of a system of libraries linked by Penn State's LIAS, a sophisticated, user-friendly, interactive computer system. Librarians are members of both Behrend College and University Libraries' faculties. Behrend College, located on a beautiful, 600-acre campus in suburban Erie, Pa., is a dynamic, growing, comprehensive liberal arts institution offering more than 25 four-year and graduate-degree programs. The library currently holds more than 67,000 volumes and more than 800 serial subscriptions and will be moving to a new, greatly expanded facility in 1991. The city and county of Erie offer a low cost of living and a variety of cultural and year-round recreational opportunities. **REQUIREMENTS:** ALA-accredited MLS or equivalent, strong oral and written communication skills, strong generalist background and orientation. 2nd advanced degree in the humanities or social sciences, experience in computer searching, instructional experience desirable. Potential for promotion and tenure will be considered. Available July 1. Salary and rank dependent on qualifications, minimum \$23,000. Benefits include liberal vacation, excellent insurances, state or TIAA/CREF retirement options, and educational privilege. **Application deadline April 15.** To apply, send letter of application, resume, and names of 3 references to: Nancy Slaybaugh, Personnel Coordinator, Box BR-LSD, Penn State Univ., E1 Pattee Library, University Park, PA 16802. An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

**Reference librarian, science and technology (entry-level, search extended).** Provides comprehensive reference assistance with emphasis on the sciences from a centralized reference collection. Prepares bibliographies and guides to the literature for use in staff training and classroom instruction. Assists with bibliographic instruction, computerized reference services, and CD-ROM search services. Serves as one of 7 reference division resource librarians in the sciences. Responsible for reference collection development in assigned areas. **QUALIFICATIONS:** ALA-MLS. Academic background in the sci-

ences required, preferably in agricultural, physical, or life sciences. 2nd master's degree in science-related field preferred. Preprofessional library experience and experience with online systems of bibliographic data retrieval desirable. Salary: \$20,000 for 10.5 mos.; \$21,000 with additional master's. **Benefits:** Competitive benefits package. No state income tax. Faculty rank. **CLOSING DATE:** Applications received by April 30 will receive first consideration. Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

**Reference librarian** (temporary replacement). Full-time for 1989-90 academic yr. with possibility of reemployment if temporary position is approved for 1990-91. General reference desk work, library instruction and/or online searching. ALA-accredited degree required by Aug. 28. Demonstrated ability to relate to ethnically diverse student body and other expertise desired. Instructor or Assistant Professor, salary range of \$21,000-\$34,215 (summer additional). Excellent benefits. **Application deadline April 15.** Send resume and names, addresses, and telephone numbers of 3 references to: M. D. Endres, Chair, Search & Screen Committee, Harvey A. Andruss Library, Bloomsburg University, Bloomsburg, PA 17815. Bloomsburg University is an AA, EEO employer. Persons of color and members of other protected classes are urged to apply.

**Reference librarians/instructors, 2 positions.** Valdosta State College Library has openings for 2 reference librarians. One, a permanent, faculty, nontenure-track position, and one, a one-yr., temporary position with possibility for renewal. 12-mo. contract with some evening and weekend work. Library staff of 41 includes 4 reference librarians. Duties include general reference service, bibliographic instruction, computer searching, and major responsibility for one or more related reference areas. **REQUIRED:** ALA-accredited MLS degree. Desirable: coursework or experience in one or more of the following areas: government documents, collection development, online database searching, or display design. Salary from \$20,000. Appointment date is July 1 for both positions. Valdosta State College, student population 7,000, is a senior unit of the University System of Georgia. This beautiful campus is located in a city of 42,000 in south Georgia. **Send application letter, resume, and names of 3 references by April 1 to:** George Gaumond, Director, Valdosta State College Library, Valdosta, GA 31698. Valdosta State College is an equal-opportunity, affirmative-action employer.

**Science reference librarian (2 positions).** Full-time, tenure-track, 12-mo., available on or before June 18. **RESPONSIBLE FOR** general reference in the Science Library, a collection of 230,000 volumes; collection development in mathematics, computer science, the physical, biomedical, biological, or earth sciences; conducts online literature searches on the NLM, Dialog, and STN International systems; presents bibliographic instruction sessions; assists in implementing a major move to a new \$13.9 million science library, scheduled to be completed fall 1989; helps develop and implement programs for new reference equipment and services, such as CD-ROM and end-user searching. The first position will supervise access services including circulation, stack maintenance, reserve, and photocopying. The 2nd position will be the automation coordinator for the public and staff equipment in the building. **REQUIRES:** ALA-MLS; strong interpersonal and communication skills; strong subject competence (coursework or



## Search extended for University Librarian California State University/Los Angeles

Applications and nominations are invited for the position of university librarian with a starting date of July 1, 1989. The university librarian reports to the provost and vice president for academic affairs. Candidates must have a terminal degree and qualify for tenure in the library. Significant administrative experience, demonstrated scholarly activity, and demonstrated commitment to affirmative action also are required. Annual salary range \$42,000-\$75,000. The salary is negotiable, dependent upon qualifications and experience.

**CHIEF DUTIES INCLUDE:** providing leadership and policy direction for planning, organizing, coordinating, directing, and evaluating all library functions and integrating them with the instructional programs of the university. The university librarian works with faculty in formulating library policy and with the provost, other officers in the university, and the Academic Senate in developing universitywide policy; supervises long-range planning and development, including applications of library technology, library administrative and services organization, and assignment of library personnel; responsible for long-range growth, control, and quality of the book, periodical, and nonprint collections; supervises the recruitment and orientation of professional personnel and approves personnel appointments, promotions, and terminations; administers the budget of the library; extends resources through cooperative programs and consortial arrangements; oversees orientation of faculty to the use of the library and promotes services to users; supervises staff and encourages staff development; and maintains good relations with faculty, students, university, and CSU administrative officers. The university librarian assists in public relations efforts such as speaking engagements and other activities of the university.

The university, one of 19 campuses of California State University, was founded in 1947. Programs are offered in more than 50 academic and professional fields in 4 state-supported quarters per year. The campus is located at the eastern boundary of the City of Los Angeles, with a student body of approximately 20,000 full- and part-time students reflecting the ethnic diversity of the area. The university has collective bargaining contracts with the faculty, including librarians and 8 other employee units.

Even though the committee has begun the screening process, applications and/or nominations will continue to be accepted until the position is filled. Applicants should include a current resume and the names, addresses, and telephone numbers of at least 3 professional references. Applications, nominations, and inquiries should be addressed to: **Chair, Search Committee, c/o Dee Flanagan, Human Resource Management, California State University/Los Angeles, 5151 State University Dr., Los Angeles, CA 90032.**

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experience) relevant to the scope of the Science Libraries. Prefer successful reference, collection development, and supervisory experience in a special library or a large academic library; strong subject competence in organic chemistry, mathematics, physics, computer science, or geology; training or experience with online literature searching, especially NLM, STN International, and Dialog; experience with microcomputer hardware and software and their applications to library services and operations; demonstrated initiative and good organizational skills. Salary: \$21,000-\$26,000. **Applications postmarked by March 31 will receive first consideration. Applications will be considered monthly thereafter until the positions are filled or until May 31.** To apply, submit letter of application describing candidate's ability to meet qualifications, 3 confidential letters of recommendation, and copies of undergraduate and graduate transcripts to: Sandra Gilliland, University of Kansas Libraries, Lawrence, KS 66045-2800. An AA, EOE employer.

**Serials/AV librarian.** Affiliate-Assistant Librarian rank depending on experience. Opening effective June 1. **RESPONSIBLE FOR:** management of serials and AV departments, collection development in both areas, and instruction and assistance in the use of materials and equipment. Shares responsibility for night and weekend operation by working one night per week and one weekend per month. **QUALIFICATIONS:** MLn from ALA-accredited library school. Experience with serials and audiovisual equipment and online searching desirable. Communication skills and commitment to the values of a Christian education and the ability to work cooperatively with students, faculty, and co-workers is essential. **BENEFITS:** TIAA, Social Security, paid Blue Cross major medical insurance, free tuition for immediate family members, standard leave. Starting salary: \$20,000 (negotiable depending on experience). Send resume and names of 3 references to: Mary Mac Mosley, Director

of Library Services, Livingston Library, Shorter College, Rome, GA 30161.

**Serials cataloger.** Full-time, 2-yr., temporary position with possible conversion to tenure track. Responsible for serials cataloging, including periodicals conversion project; some original cataloging of materials in all formats. Salary range: \$31,680-\$43,896 (Senior Assistant Librarian). Minimum of one yr.'s serials experience. Liberal benefits package. Available Aug. 21. **Send letter of application with complete resume and names, addresses, and phone numbers of 3 professional references by April 17 to:** University Librarian, Humboldt State University, Arcata, CA 95521; 707-826-3441.

**Serials librarian. RESPONSIBILITIES:** Reports to the acquisitions librarian and assists in all aspects of coordinating and integrating serials with acquisitions and cataloging. Supervises the processing supervisor, 2.5 acquisitions department support staff as pertains to their serials duties, and part-time students. Does original and copy cataloging of periodical titles using OCLC. Coordinates the review of gift and duplicate exchange lists for periodicals. Supervises the updating of the library's holdings in a cooperative OCLC union list of serials. Supervises the use of Innovacq for serials check-in and binding. Responsible for the bibliographic control among the library's manual and automated files. Responsible for collection development in assigned subject area. **REQUIREMENTS:** ALA-accredited MLS. Ability to manage the complexities of serials; knowledge of current theory and practice of bibliographic control; skills in problem solving; listening, oral, and written communication skills; ability to work independently and cooperatively with patrons and colleagues. Experience with online systems highly desirable. Technical services experience is desirable but recent graduates are encouraged to apply. The University of the Pacific is an independent coeducational institution with 3,944 undergraduates, 195

## ACADEMIC LIBRARY continued

graduate students, and 336 faculty. UOP offers more than 50 major programs in most of the traditional areas of the physical and life sciences, the humanities, and the social and behavioral sciences. Programs are also offered by the 6 professional schools including: Conservatory of Music, Business and Public Administration, Education, Engineering, International Studies, and Pharmacy. 3 doctoral programs are offered in chemistry, pharmacy,

and education. The library holds 355,829 volumes and receives 3,120 current subscriptions. **RANK AND SALARY:** Appointment at Assistant rank. Salary of \$20,000 minimum (depending on qualifications and experience). One mo.'s vacation, TIAA/CREF, and generous benefits. **Applications will be accepted until position is filled, but those received before April 15 will receive first consideration.** Send letter of application, resume, and

the names, addresses, and phone numbers of 3 current references to: Jessica A. Marshall, Associate Dean, **University of the Pacific, Stockton, CA 95211.** UOP is an equal-opportunity, affirmative-action employer.

### Columbia University Health Sciences Library IAIMS Positions

The Columbia Health Sciences Library is developing new systems and services within the context of the Columbia Presbyterian Medical Center's implementation of an integrated academic information management system (IAIMS). We seek 3 talented librarians to make significant contributions to this innovative program. The 5-year project for full-scale IAIMS implementation will involve library staff in developing a scholarly information system, in supporting development of a clinical information system, and in conducting research related to building and linking these systems. The 3 vacant positions are: 1) **IAIMS project head**; 2) **IAIMS systems librarian**; and 3) **IAIMS clinical projects librarian**.

The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health; the Presbyterian Hospital; and other affiliated health care, instruction, and research programs at the Columbia-Presbyterian Medical Center (CPMC). Through an active outreach program, the library also provides services to other institutions. The HSL has a staff of 54 FTE, a collection exceeding 425,000 volumes with over 4,000 current journal titles, and a comprehensive special collections section. The IAIMS activities under development will greatly extend the scope and services of the library.

#### IAIMS Project Head

Reporting to the health sciences librarian, the project head will manage library components of CPMC's IAIMS project, including the implementation of the scholarly information system and linkages to other IAIMS components; participate in planning, design, and evaluation of the project; coordinate library projects and activities with related work in CPMC and the university libraries; coordinate research in support of IAIMS library activities; implement training programs for CPMC system users; and develop new IAIMS research and applications projects and proposals. Emphasis is on project management and development of database services. **QUALIFICATIONS:** Master's degree in library, information, or computer science; knowledge of computers and networking; superior oral and written communications skills; relevant experience and/or demonstrated knowledge in the areas of databases, information retrieval systems, library information services, and project management. **SALARY RANGE:** \$28,500–\$48,575, depending on experience and qualifications.

#### IAIMS Systems Librarian

Reporting to the assistant health sciences librarian for access and technical services, the systems librarian will analyze library IAIMS applications in terms of systems and programming requirements; develop specifications for new mainframe and microcomputer applications and interfaces with mainframes; develop, assist, modify, and expand new and current programs through analysis and programming; participate in implementation and maintenance of the HSL's local systems, networks, and interfaces with other systems; assist in design and implementation of training programs and train staff and end users. **QUALIFICATIONS:** Requirements are master's degree in library, information, or computer science; superior oral and written communications skills; experience with systems analysis and implementation (including program coding), networking, library automation, and database management (e.g., SQL, DB2, IMS/DL1). Familiarity with NOTIS, MEDLINE, BRS, and technical and public service workflows and policies helpful. Familiarity with IBM MVS/XA, TSO, and/or related environments and with associated development tools (COBOL, CICS, 4th-generation languages) is desirable. **SALARY RANGE:** \$26,500–\$45,675, depending on experience and qualifications.

#### IAIMS Clinical Projects Librarian

Reporting to the IAIMS project head, the clinical projects librarian will conduct project activities related to the clinical information system (CIS) of CPMC's IAIMS project, including providing assistance to authors of CIS knowledge frames and other information. The incumbent will also participate in planning, design, and evaluation of library components of IAIMS; coordinate library projects and activities with related work in CPMC and the university libraries; participate in research in support of IAIMS library activities; implement training programs for CPMC systems users; and develop new IAIMS research and applications projects and proposals. **QUALIFICATIONS:** Requirements are master's degree in library, information, or computer science; knowledge of computers and networking; superior oral and written communications skills; experience and/or demonstrated knowledge in the areas of biomedical reference, database management, database searching, and library processes. Knowledge of biomedical terminology helpful. **SALARY RANGE:** \$26,500–\$45,675, depending on experience and qualifications.

Columbia offers an excellent benefits package, including tuition exemption for self and family and assistance with university housing.

**Applications will be accepted until positions are filled, but applications received by April 15 will receive priority consideration.** Send resume, letter of interest (please specify which position[s]), and names, addresses, and phone numbers of 3 references to: **Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.**

An affirmative-action, equal-opportunity employer

**Serials librarian** (12-mo., tenure-track). Holds administrative responsibility for a serials department with 3,200 current subscriptions and 3 support staff plus students. Trains and supervises staff in serials, maintains serials records and automated serials holding list, supervises bindery preparation. Will implement serials subsystem of South Dakota PALS (a statewide integrated library system). Duties may also include serials cataloging and some reference responsibilities (depending upon qualifications). **REQUIREMENTS INCLUDE:** ALA-accredited MLS, 2 yrs.' academic or research library experience involved with technical services, preferably emphasizing serials, supervisory experience, and demonstrated communication skills. *Desirable qualifications include:* 2nd master's, experience with online cataloging systems and with cataloging serials and reference service. Minimum salary: \$22,000 with standard benefits. **Application deadline: March 15**, or until filled. Send resume and have academic credentials and 3 recent letters of recommendation sent directly to: Susan L. Richards, Chair, Search Committee, **South Dakota State University Library, Box 2115, Brookings, SD 57707.** An AA, EEO employer. Immigration Reform and Control Act, 1986—eligibility required.

**Systems and automation librarian.** The University of Arizona Library is seeking applicants to fill this position reporting to the university librarian for continuing development of an integrated online system, and general support responsibility for existing automation, including OCLC, a Geac circulation system, an INNOVACQ serials and acquisitions system, and an INNOPAC online catalog in the Science/Engineering Library. The library is on the brink of acquiring funding for significant new steps toward a fully integrated system. Staffing and other resource growth will be included in the funding package. Successful supervisory experience is essential. Applicants with an MLS from an ALA-accredited library school will be preferred. Substantial experience in a large academic library is required, and preference will be given to persons with degrees and/or experience directly related to library automation. The person in this position must have excellent communication skills. Salary competitive; minimum \$35,000. Librarians at the University of Arizona have status as Academic Professionals, a division of the faculty with privileges equivalent to the teaching faculty, and eligibility for continuing status. They may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. Several health care and retirement plans are available. **Applications must be postmarked no later than April 30 to be considered.** Send a resume, incl. the names of 3 references, to: W. David Laird, University Librarian, **A349 Main Library, University of Arizona, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity employer with an affirmative-action plan. Women, minorities, and other protected classes are urged to apply.

**Systems librarian**, search reopened. Tenure-track position; ALA-accredited MLS; experience with automated library systems necessary; NOTIS experience preferred. Responsible for technical management of NOTIS cataloging, acquisitions, and OPAC modules; implementation of circulation and serials modules. Duties include staff training, documentation maintenance, hardware and software management. \$25,000 minimum d.o.e. Small-town environment within commuting distance to metropolitan New Orleans and to Baton Rouge. Available immediately—will accept applications until filled. Submit resume

## Bucknell University Public Services Librarian

Public services librarian in a new integrated reference service program. Available Aug. 1. Desk coverage (some evening and weekend assignments), multiformat collection development including government documents, online and CD-ROM services, user education, and database searching. **REQUIRED:** ALA-MLS and database searching training. **Preferred:** Experience with alternative information resources and social sciences background. Entry-level salary minimum \$21,000.

For maximum consideration, please send resume and names of 3 references by April 15 to:

**Ann de Klerk**  
Director of Library Services  
Ellen Clarke Bertrand Library  
Bucknell University  
Lewisburg, PA 17837

Applications from members of minority groups are encouraged.

and references to: Landon Greaves, **South-eastern Louisiana University, PO Drawer 896, University Station, Hammond, LA 70402.**

**Technical services librarian.** Concordia College, Seward, Nebr., owned and operated by the Lutheran Church—Missouri Synod, has reopened search for applicants. **RESPONSIBILITIES:** Administer technical service policies and procedures; catalog print/nonprint using Dewey system with OCLC; supervise secretarial and student staff; and assume role with library automation. **QUALIFICATIONS:** ALA-MLS; prefer candidates with academic experience and demonstrated cataloging interest. Salary range: \$20,000–\$25,000 depending on experience and qualifications. **Deadline: April 1.** Send letter of application and resume with names and phone numbers of 3 references to: Myron D. Boettcher, Director of Library Services, **Concordia College, Seward, NE 68434.**

**Technical services librarian,** Pacific University, Forest Grove, Ore. **REQUIREMENTS:** ALA-MLS, administrative experience in technical services—familiarity with OCLC, knowledge of MARC formats, AACR2, LC and DD classifications, LCSH, library applications of microcomputers, software, and bibliographic database management, excellent communication skills. Academic library experience and subject expertise in the humanities desirable. **RESPONSIBILITIES:** manages and directs library technical services—cataloging, classification, physical processing, and bibliographic records. Status: a full-time, professional faculty position with multiyear contracts, reporting to the library director. Salary range: \$22,000–\$25,000. Excellent benefit package including medical, dental, and long-term disability and life insurance. Search and selection procedures will be closed when a sufficient number of qualified candidates has been identified. Submit letter of application, resume, and names and phone numbers of 3 references to: **Personnel Office, Pacific University, 2043 College Way, Forest Grove, OR 97116.** Pacific University is an equal-opportunity, affirmative-action, Title IX, Section 504 institution.

**User services librarian,** Columbia University. Reporting to the assistant director for library systems, the user services librarian will provide user support, training, and documentation for the implementation and operation of automated systems, including the NOTIS circula-

tion and serials systems; assist in project planning, including circulation implementation and barcoding strategies; assist in coordination of automation-related projects; investigate and document user automation requirements, including circulation policies and circulation equipment needs; gather and disseminate information about new and existing systems; and provide user assistance and troubleshooting for operational systems. An accredited MLS, or equivalent combination of education and relevant experience, is required. Also required: operational knowledge of library automated systems; familiarity with circulation or technical processing systems (manual or automated); understanding of functions, operations, and objectives of library services; superior communications and interpersonal skills; and demonstrated aptitude for training and documentation. Experience with automated library circulation systems, user training, preparation of user documentation, and automation project planning/implementation are desirable. Familiarity with the NOTIS integrated library system helpful. Salary ranges are: Librarian I: \$26,500–\$34,450; Librarian II: \$28,500–\$38,475; Librarian III: \$31,500–\$45,675. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is March 31.** Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

**2 positions.** 1) **Reference librarian.** General reference duties, online searching, formal bibliographic instruction, and collection management. Supervisory responsibility, depending on interest and qualifications. All employees in the library are valued for their ideas, and each has a strong commitment to making a difference in the library and in the intellectual lives of the students. **QUALIFICATIONS:** ALA-MLS; 1–2 yrs.' public service experience in an academic library; supervisory experience desired. Salary minimum \$21,500, depending on qualifications. Tenure track with academic status. 2) **Coordinator of technical services.** Responsible for administration of acquisitions, cataloging, and serials control. Excellent communication skills required, in part necessi-

tated by increasing participation in system-wide shared activities including a centralized processing center and implementation of NOTIS. As part of a professional team of 5, each librarian utilizes all staff members in developing ideas that allow the library to best serve the users. Each librarian participates in collection management and reference. **REQUIREMENTS:** ALA-MLS, 3 yrs.' relevant supervisory and technical services experience. Experience with NOTIS or another similar system desirable. Salary minimum: \$23,000. Tenure track with academic status. **Send letter of application, resume, and names and addresses of at least 3 references (including one supervisee) by March 25 to:** Julian Green, Dean of Library Services, **University of South Carolina at Spartanburg, Spartanburg, SC 29303.** EO, AAE.

## LAW LIBRARY

**Catalog librarian,** University of Notre Dame. See ad, p. 219.

## LIBRARY EDUCATION

**Library media.** The Instructional Technology Division of the School of Education, University of Colorado at Denver, seeks a tenure-track Assistant or Associate Professor of library media. **RESPONSIBILITIES INCLUDE:** teaching, advising, coordination of a master's-level school library media program, supervising interns, and conducting research. Opportunities exist for developing a 6th-year program and doctoral advising. Teaching responsibilities include cataloging, reference, selection of materials, and administration. **QUALIFICATIONS INCLUDE:** an earned doctorate in library media or related field, ALA-MLS or equivalent, school library experience, record of or potential for scholarly productivity. Experience in teaching and supervising graduate students preferred. Salary min.: \$25,000–\$33,000, dep. on qual. **Review of credentials will begin on March 17.** Send letter of application, vita, samples of scholarly work, and references to: R. Scott Grabinger, **University of Colorado at Denver, 1200 Larimer St., Campus Box 106, Denver, CO 80204-5300; 303-556-4364.** Equal-opportunity, affirmative-action employer.

ALA

## Executive Director

The American Library Association, the oldest and largest national library association in the world, seeks an executive director who will provide leadership in a 47,000-member organization charged with promoting and improving library and information services, the advancement of the profession, and the free flow of information worldwide. The mission of the American Library Association is to provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information for all. As chief executive officer of the Association, reporting to its Executive Board, the executive director is responsible for administering a staff of approximately 270 persons and a total budget of \$21 million. Candidates should have demonstrated management experience; broad knowledge and understanding of libraries, information services, and related fields; and the ability to work with and relate to people in a wide variety of organizational and cultural environments. **MINIMUM QUALIFICATIONS INCLUDE** a master's degree from an ALA-accredited program.

Minimum salary—\$100,000 per year.

Position available not later than Nov. 30. Letter of application with resume should be sent by April 15 to:

**ALA Executive Director Search Committee**  
Korn/Ferry International  
Attn.: Thomas H. Hall, III  
233 Peachtree St. N.E.  
Atlanta, GA 30303

All replies will be held in strictest confidence.

Affirmative-action, EOE

**2 faculty positions.** Tenure-track appointment as Assistant Professor, Associate Professor, or Professor, School of Information and Library Studies. The school is looking at potential faculty with knowledge of one or more of the following areas: school library media programs and materials for children; public library services; information science, especially database management; systems and systems analysis. Faculty members conduct research and publish, teach (normal load of 6 hrs. per term), advise master's and doctoral students, and participate in school, university, and/or other service activities. Ability to teach one or more core courses (Organization of Information Resources I; Technologies for Information Management; Sources of General Information; Searching Automated Databases and/or Access to Information, Users and Environments) is highly desirable. **QUALIFICATIONS:** PhD and evidence of research ability or potential. Title and salary based on qualifications (\$25,000–\$40,000). Starting date fall 1989 or winter 1990. **Applications or nominations should be sent by March 31** to: Karen Markey, Chair, Search Committee, School of Info. & Lib. Studies, Univ. of Michigan, 550 E. University, Ann Arbor, MI 48109-1092. A nondiscriminatory, affirmative-action employer.

### MEDICAL LIBRARY

**AHEC library and information services network coordinator.** The Health Sciences Library at the University of North Carolina at Chapel Hill seeks a qualified individual to coordinate the planning and activities of a statewide health sciences library and information services (LIS) network within the North Carolina Area Health Education Centers (AHEC) system. The successful candidate should possess the leadership skills and the enthusiasm for, and understanding of, networking and the AHEC concept. The network coordinator promotes, plans, coordinates, evaluates, and communicates LIS network activities among the 9 AHECs. Examples of activities under the general guidance of the position include promoting the use of information services by health professionals and students throughout the state; developing and promoting the adoption of AHEC library standards and guidelines; providing resource-sharing mechanisms, including computer-based union lists of AHEC serials and audiovisuals; and providing professional development opportunities for AHEC library staff. The network coordinator also initiates and assists with grant applications and provides general consultation services to the network and to AHEC libraries. A 5-year planning process underway will focus on increased use of advanced technology to support AHEC activities. The network coordinator is a permanent position based in the Health Sciences Library, reporting to the library director. The position works closely with the central AHEC program director, the Health Sciences Library management team, other academic health sciences libraries in the state, and LIS network librarians and committees. **REQUIRED:** ALA-accredited master's degree and minimum of 4 yrs. library experience; demonstrated knowledge of hospital library management, practice, and trends. Some of the following preferred: knowledge of technological applications in libraries; library network or outreach experience; successful record in obtaining grant support. Qualities sought include: demonstrated excellent leadership skills, including planning, communicating, and group facilitation and interpersonal skills; willingness to travel; interest in professional involvement; and a commitment to serving the information needs of health professionals. Salary based on experience and other factors; minimum salary \$26,400. **To be assured of consideration, applications should be received by May 1.** Send letter of application, curriculum vitae, and names of 3 references to: Carol Jenkins, Director, Health Sciences Library

**CB #7585, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-7585.** An affirmative-action, equal-opportunity employer.

**Associate director,** Pacific Southwest Regional Medical Library Service (PSRMLS), Biomedical Library, University of California/Los Angeles. **DUTIES:** serves as operating head, with broad management responsibilities for the regional medical library program. Maintains liaison with National Library of Medicine, PSRMLS Advisory Committee, library directors, library groups, state libraries, and health professionals throughout the region. Oversees all PSRMLS services; prepares technical and business proposals and negotiates PSRMLS contracts with the National Library of Medicine. Compiles quarterly and annual statistical and narrative reports. Works with the director on policy matters and on coordinating PSRMLS activities with the work of other Biomedical Library departments. Serves on Biomedical Library's Executive Committee, participating in long-range planning for the Biomedical Library with the director and heads of public and technical services departments. Supervises 6.5 FTE. **QUALIFICATIONS:** Evidence of administrative abilities, including competence in planning, setting priorities, communicating effectively in oral and written form, managing personnel and finances, and mobilizing people for group action. Candidates should demonstrate knowledge of issues and trends in health education, research, and practice, as well as in health sciences librarianship. Regional, extension, or outreach experience in a health sciences library desirable. Salary: \$31,008–\$52,488. **Applications received by March 31 will receive first consideration.** To be considered for this position, send a resume, including names of 3 references, to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, University Research Library, 405 Hilgard, Los Angeles, CA 90024. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT). This position is exempt from the bargaining unit. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the U.S.

**Cataloger.** The Health Sciences Library at the University of North Carolina at Chapel Hill invites applications for cataloger. This position shares responsibilities for cataloging using OCLC and a locally developed online catalog, assigning LC or NLM classification and MeSH headings, and investigating and helping resolve cataloging problems or inconsistencies. Monographic retrocon, serials retrocon, and the creation of detailed holdings records for serials are nearly complete; these records are included in a multi-institutional database. This position reports to the head of cataloging services and works in a department totaling 7 FTE. **REQUIRED:** ALA-accredited master's degree and minimum of 2 yrs. cataloging experience using MARC and AACR2. Some of the following experience preferred: using OCLC, MeSH, and the NLM classification; cataloging both monographs and serials; cataloging in nonprint or rare books formats. Educational background in life sciences also helpful. Qualities sought include: excellent interpersonal and communication skills, flexibility, initiative, good problem-solving skills, interest in professional involvement, and a commitment to serving the information needs of health professionals. Salary based on experience and other factors; minimum salary \$22,000. The Health Sciences Library has a professional staff of 24; it serves 5 professional schools and North Carolina Memorial Hospital. **To be assured of consideration, applications should be received by March 31.** Send letter of application, curriculum vitae, and names of 3 references to: Carol Jenkins, Director, Health Sciences Library **CB #7585, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-7585.** An affirmative-action, equal-opportunity employer.

**Collection development librarian.** Faculty position responsible for planning, coordination, and execution of all collection development activities, managing a budget exceeding \$750,000. Supervise staff and activities of serials and acquisitions units. Specific duties also include evaluation of collections and vendor performance, user needs assessment, and collections utilization. Responsible for collections policy formulation and documentation. This position reports to the assistant director for technical services. Library serves schools of Medicine and Nursing with extensive research facilities; allied health programs; and the university hospitals. The library is in the process of embarking on various IAIMS initiatives. **REQUIRED:** ALA-accredited MLS with 3 yrs. recent experience in collection development and acquisitions work in an academic health sciences library. Equivalent years of experience may be given to candidate who can demonstrate a strong understanding of and experience with the biomedical literature. Good planning, writing, analytical, and interpersonal skills are essential. **Desirable:** Personnel management experience and approval plan and/or serials management experience. Working knowledge of one foreign language germane to the health sciences. Minimum salary mid-\$20s. Position available immediately. **Applications will be accepted until a suitable candidate is found but preference will be given to applications received prior to April 3.** Send letter of application, resume, and the names, addresses, and phone numbers of at least 3 business references to: Judith Robinson, Assistant Director for Technical Services, Box 234, University of Virginia, Health Sciences Center, Charlottesville, VA 22908. EEO, AA.

**Media services librarian,** Columbia University Health Sciences Library. See ad, p. 224.

### MUSIC LIBRARY

**Librarian/music.** Overall responsibility for planning and developing the services and resources of the Music Library. Assists with cataloging music scores, sound recordings, monographs, and serials. Liaison between the library and the faculty and students of the Department of Music. Collaborates with colleagues at Bryn Mawr and Swarthmore colleges. Participates in and designs bibliographic instruction programs relating to music. Reports to librarian of the college. **REQUIRED:** ALA-accredited MLS, excellent interpersonal skills, strong user-oriented philosophy, 2 yrs. experience in a music library preferred. Performance background and a graduate degree in music are desirable. Salary: \$23,000 minimum, generous fringe benefits. **Application deadline, April 10.** Please send letter of application, resume, transcripts, and 3 letters of reference to: Michael Freeman, Librarian of the College, Haverford College, Haverford, PA 19041-1392. EOE, AA.

### NETWORK

**NEBASE network OCLC member services coordinator** (Librarian III). Assist Nebraska's OCLC libraries by providing training, technical assistance, and OCLC product and service information. Work with NEBASE team to develop training and promotion plans. Write articles for network publications. Travel approximately 20%. Successful candidate will have MLS or equivalent, 2–3 yrs. library experience, excellent communication skills, recent experience with at least one OCLC subsystem, teaching or training background, familiarity with microcomputers, desire to provide excellent service. Hiring range: \$20,800–\$25,000. Excellent benefits. Closing date open. Send application letter and resume listing no less than 3 professional references to: Doreen Kuhlmann, Administrative Assis-

tant, **Nebraska Library Commission**, 1420 P St., Lincoln, NE 68508. An equal-opportunity, affirmative-action employer.

#### PUBLIC LIBRARY

**Assistant director.** ALA-MLS, 5 yrs.' experience including supervisory experience. New position, offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include: Personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Beginning salary range \$23,941-\$33,459. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library**, 301 E. Jackson St., Muncie, IN 47305.

**Branch librarian.** ALA-MLS required. Supervisory experience desired. Responsibilities include collection development, programming, neighborhood outreach. Salary: \$20,236 with benefits. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library**, 301 E. Jackson St., Muncie, IN 47305.

**Children's and young adult department head.** Responsible for continued development and maintenance of children's literature collection and ongoing programming in main library and 3 branch libraries. Involvement in materials selection, budgeting, library outreach, and program planning, together with participation in reference and readers' advisory work with children, parents, and teachers. Candidate must possess an MLS from an ALA-accredited school, evidencing coursework in children's, YP literature; good communication and interpersonal skills together with an ability to work well with children, parents, and existing staff; some experience in providing children's services, including programming. Salary (in \$20s) and civil service title negotiable commensurate with background and experience. Position available now; applications accepted until position is filled. Send application letter, resume/transcripts, and names of 3 references (including telephone numbers) to: David S. Robertson, Library Director, **Passaic Public Library**, 195 Gregory Ave., Passaic, NJ 07055.

**Circulation supervisor.** Qualifications: MLS and significant relevant experience: evidence of supervisory achievement essential, familiarity with circ/automation systems necessary. Main duties: personnel management (2 FT, 9 PT, plus work-study & volunteers); supervise implementation of automated circ system (C/W MARS) that is 80% towards online; book selection for fiction and YA (people, technology, and books!). Available March 15. Salary \$23,000 (with cost of living July 1, plus steps). Send resume, brief cover letter, names of references to: Blaise Bissailon, **Forbes Library**, 20 West St., Northampton, MA 01060.

**County library director.** Master's degree in library science required and eligibility for North Carolina Public Librarian Certificate. Experience in public library administration preferred. Location: Hoke County (Raeford, N.C.). Salary negotiable from \$20,832 to \$26,100. Send letter of application, resume, and references to: William G. Bridgman, Director of Libraries, **Sandhill Regional Library System**, 412 E. Franklin St., Rockingham, NC 28379.

**Director,** Carlsbad Municipal Library, serving population of 29,500, 52,000+ vols., staff 13. ALA-accredited MLS required, with experience in computers. Public library administrative experience necessary. Salary range from \$25,000 to \$27,000, plus benefits. Please send 3 prof. references to: Don Patterson, City Administrator, **City of Carlsbad**, POB 1569, Carlsbad, NM 88220; 505-887-1191.

## Associate Director Access Services

Challenging opportunity available for a qualified professional to assume overall management responsibility for the Access Services Division of The Research Libraries. Includes interlibrary loan, central microforms collection and reading room, reprographic services, stack maintenance and book delivery, and a staff of 70+. Plays a major role in the planning and implementation of a new stack expansion plan including reorganization of the book collection and improvement of document delivery systems. Participates with senior management team in defining policy for access and services.

Qualified applicants will have MLS, minimum 10 years experience in large complex organization, demonstrated planning and analytical skills and strong commitment to public service.

Minimum salary of \$52,675 and excellent benefits including 4 weeks vacation. Send resume with salary requirements to: **Patricia Dobbins, Dept. AD-AL, The New York Public Library**, 8 West 40th Street, New York, New York 10018. Candidates selected for consideration will be contacted for an interview. An Equal Opportunity Employer M/F.



The New York Public Library  
WHERE YOUR FUTURE IS AN OPEN BOOK

**General services librarian.** Geneva Free Library is seeking an enthusiastic beginning professional to provide reference and young adult services. **DUTIES INCLUDE:** material selection, reference services, young adult programming, general supervision, basic cataloging, and readers' advisory service. This is an excellent opportunity to begin your career as the 3rd professional in a busy small library. **POSITION QUALIFICATIONS:** ALA-accredited MLS, willingness to work with people of all age groups, some evenings and Saturdays required. Salary range: \$15,000-\$25,000, good benefits. The position will be open summer 1989. Send resume with names of 3 ref. to: Frank Queener, **Geneva Free Lib.**, 244 Main St., Geneva, NY 14456.

**Librarian I, adult services.** Kern County Library, a progressive, diversified library of 27 branches and 3 bookmobiles, seeks a personable, public-service-oriented librarian to work in adult services at its Rathbun Branch in Bakersfield. Excellent interpersonal communication skills and ALA-accredited MLS required. Salary: \$21,948-\$26,796. Request applications from: **Kern County Personnel Dept.**, 1120 Golden State Ave., Bakersfield, CA 93301; 805-861-2195. This is an open, continuous recruitment for this position and for others that may become available in the next year. Eligible applicants will be invited to an interview at their own expense. Kern County is an equal-opportunity employer and an affordable place to live.

**Librarian I, children's services.** Kern County Library, a progressive, diversified library of 27 branches and 3 bookmobiles, has 3 openings

for creative, well-organized, innovative, and energetic librarians. One position is available in public service at the new Beale Memorial Library, one position will serve in children's extension at Kern County Library Headquarters, and one will serve at the Delano Branch. Excellent interpersonal communication skills and ALA-accredited MLS required. Salary: \$21,948-\$26,796. Request applications from: **Kern County Personnel Dept.**, 1120 Golden State Ave., Bakersfield, CA 93301; 805-861-2195. This is an open, continuous recruitment for these positions and for others that may become available in the next year. Eligible applicants will be invited to an interview at their own expense. Kern County is an equal-opportunity employer and an affordable place to live.

**Librarian I.** Jefferson Parish, La., located adjacent to the City of New Orleans, has several vacancies available. Responsibilities: Branch or outreach services. **QUALIFICATION REQUIREMENTS:** ALA-accredited MLS degree. Starting salary: \$18,444 annually (35-hour workweek). Candidates required to pay their own travel expenses if called for an interview. Applications accepted continuously. Send resume requesting official application forms to: **Jefferson Parish Personnel Dept.**, Room 818, New Courthouse Building, Gretna, LA 70053; Attn.: Carolyn Saladino.

**Librarian I. Multiple branch positions** with primary emphasis on service to children. MLS required. Public library experience preferred. Previous work with children a plus. Salary: \$23,809-\$28,028. Excellent benefits. Union shop. Residency within 6 mos. of hire required at present. Resume and references to: Flora VanDyke, Coordinator of Children's Services, **New Haven Free Public Library**, One Long Wharf Dr., New Haven, CT 06511. EO, AA employer.

**Librarian III,** system reference center. Be part of a multiple library system providing coordinated reference services. Work with member libraries toward strengthening individual reference collections. Conduct in-service training workshops, prepare bibliographies, make studies and reports as required. **QUALIFICATIONS:** ALA-accredited MLS, 4 yrs.' professional library experience, of which 2 years have been in reference services unit of a public library. Experience with library computer applications preferred. Possession of a valid California driver's license required. Salary range: \$22,548-\$27,468 plus excellent benefit package. The North State Cooperative Library System (NSCLS) serves the 13 northern counties of California, a vast rural and scenic area as large as Ohio. **Deadline for applications: March 31.** To apply, send resume, supporting documentation, and completed NSCLS application form to: Lisa Naef, Assistant County Librarian, **Humboldt County Library**, 636 F St., Eureka, CA 95501. Call 707-445-7513 to request an application form. An EO, AA employer.

**Library director,** Butte-Silver Bow Public Library, Butte, Mont. Administer active library serving historic city-county of 38,000 located in middle of beautiful Montana Rockies with all outdoor activities minutes away. Library has \$320,000 budget, 10+ staff, 75,000 volumes, and very supportive board. Position for imaginative person to try new ideas. Possible major expansion in future. Requires ALA-MLS, 5 yrs.' subsequent experience including 2 on supervisory level. Salary \$25,000. **Apply by March 31** with letter of application, resume, and names of 3 references to: **Lawrence Maxwell, Library Board Chair**, 1920 Monroe, Butte, MT 59701.

**Library director.** City of 17,000 seeks library director with a minimum of one yr.'s experience in administration. Must have background in all facets of library operations. Prefer individual with some knowledge of CLSI automated systems. MLS from ALA-accred-

# PUBLIC LIBRARY continued

ited school. Salary: \$19,000-\$23,000. **Appl. deadline: March 30.** Send resume and 3 references to: Personnel Director, City of Central Falls, 580 Broad St., Central Falls, RI 02863. An equal-oppty. employer, M/F.

**Library director,** Mitchell Public Library, Hillsdale, Mich. Available: immediately. **RESPONSIBILITIES:** Administration and supervision of all library activities for a library of 25,000 volumes and a budget of \$100,000. Program planning, evaluation, budgeting, public relations, supervision of 4 clericals, reference, and book selection and processing. **QUALIFICATIONS:** Bachelor's degree in library science from an ALA-accredited school; master's degree preferred. Experience: Applicants with field work or experience in the administration of public libraries will be given preference. Salary/benefits: Salary open. Current salary: \$20,600. Excellent fringe benefits, including vacation days, sick days, personal leave, health care, retirement. Environment/location: Mitchell Public Library is located in Hillsdale, Mich., a south central Michigan community of 7,500. It is the home of Hillsdale College and is within 90 minutes of Ann Arbor, Lansing, Jackson, Battle Creek, and Kalamazoo. **APPLICATIONS:** Please send resume including references by March 31 to: David Burke, Board President, Mitchell Public Library, 22 N. Manning St., Hillsdale, MI 49242.

**Reference/adult services librarian.** Dynamic library in upscale community of 10,000 in n.w. Bergen County seeks an experienced professional for this diverse position. **RESPONSIBILITIES INCLUDE** collection development in adult (and possibly YA) areas, reference, ILL, and program planning. Experience with an automated circulation system, PCs, and Dialog is preferred. Candidates should have a proven record of accomplishment and be resourceful, proactive, and flexible. ALA-MLS; ability to obtain N.J. librarian's certificate. Hiring range mid-high \$20s, depending on relevant experience. Send letter and resume to: S. Crocker, Director, Franklin Lakes Public Library, DeKorte Dr., Franklin Lakes, NJ 07417.

**Reference librarian,** Winona (Minn.) Public Library. ALA-MLS required. Experience with online database systems (OCLC, DRA, Dialog, CLSI) is required. Starting salary \$19,419, after one year \$24,274, plus excellent fringes. Send resume and have 3 reference letters sent by March 20 to: Personnel Director, City of Winona, Box 378, Winona, MN 55987. An equal-opportunity employer.

**Reference supervisor.** 2nd-busiest public library in Washington State seeks librarian to take charge of day-to-day operations of a very busy reference department. Department serves patrons of largest branch, Vancouver, and provides back-up reference to 8 branches in a 3-county district. Position provides a great combination of management and reference opportunities. ALA-accredited MLS; previous reference and supervisory experience required. Salary: \$22,776-\$28,932; excellent benefits. Reports to manager of district information services. Across the Columbia River, minutes from downtown Portland, Ore., this location offers access to city amenities, favorable taxes, moderate housing costs, and a gateway to unlimited recreational opportunities. Position open until filled. Send resume to: Personnel Office, Fort Vancouver Regional Library, 1007 E. Mill Plain Blvd., Vancouver, WA 98663.

**Supervising librarians, patent services,** City of Sunnyvale, Calif. (pop. 11,700; located 40 miles south of San Francisco). **DUTIES:** Manages a library service area which is virtually self-supporting, duties include budget management and marketing of patent-related services, as well as supervision, training, and evaluation of staff; participates in the development of, and is responsible for, implementing

library policy-related patent services; may be assigned short-term responsibility for the management of the entire library. Salary: \$33,306-\$40,568 (usual hiring range \$33,306-\$36,754), plus a 7% city-paid retirement, annual bonus program, and excellent management benefits. **REQUIREMENTS:** Any combination of education and experience equivalent to the completion of an MLS from an accredited library school and 3 yrs. professional library experience where supervisory skills, public relations, or project leadership have been demonstrated. Experience in on-line database systems and the ability to speak a language other than English are preferred. **Applications and supplemental questionnaires must be received in the Human Resources Office by March 31.** Application materials may be obtained by contacting: Human Resources Department, City of Sunnyvale, 456 W. Olive Ave., Sunnyvale, CA 94086; 408-730-7490. AA, EOE, M/F/H.

**Technical processes assistant.** RCLS is seeking an assistant in this department which oversees the system bibliographic and item databases, inventory, cataloging, physical processing, and interloan of materials. **RESPONSIBILITIES WILL** include cataloging using Gaylord Spectrum system and MARC records; original cataloging; assisting in the planning, coordinating, and monitoring of technical service unit goals. Also interaction with member libraries participating in a developing automated circulation and public access system. **POSITION REQUIRES** an individual with an MLS; public library experience with MARC format, AACR2, Dewey, and LCSH; ability to learn and to work well with staff and member libraries; plus knowledge of library computer technology. Minimum salary

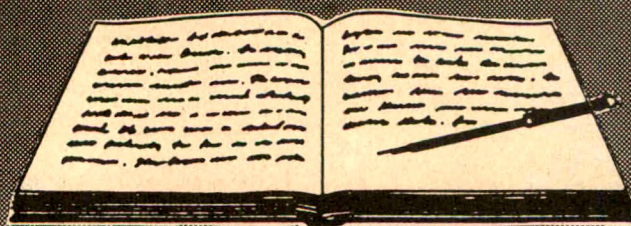
\$21,400 per year, up to \$31,400 with additional consideration possible based on qualifications and experience. Position is available immediately and will remain open until the best-qualified candidate is appointed. Apply with letter of application and resume, including salary history, to: Dick Anglin, Director, Ramapo Catskill Library System, 619 North St., Middletown, NY 10940.

**Young adult services librarian.** 3-county library district in southwest Washington State is looking for an energetic, creative person to fill this new position. District is an urban/rural mix, with 9 branches and 3 bookmobiles. One branch is in a shopping mall where YAs gather. Provide programming districtwide; assist with selection of materials to meet YA needs; provide direct service in community libraries; train and counsel community library staff in YA services; maintain liaison with educators/groups/agencies; participate in planning and delivery of services to youth of all ages. ALA-accredited MLS; 2 yrs. professional library experience; experience with youth services preferred. Salary range: \$20,652-\$26,220, excellent benefits. Position open until filled. Send resume to: Personnel Office, Fort Vancouver Regional Library, 1007 E. Mill Plain Blvd., Vancouver, WA 98663.

**Youth services librarian.** South River Public Library seeks innovative and energetic candidate for position of youth services coordinator. MLS required; concentration in youth services area preferred. Salary: \$20,500. Standard benefits. Position available immediately. Apply to: Janice Haraz, South River Public Library, 55 Appleby Ave., South River, NJ 08882.

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## SPECIAL LIBRARY

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**Bibliographer/reference librarian.** The Library of the Missouri Historical Society is seeking a person to supervise public service and collection development. Answers to director, Division of Library and Archives. **REQUIREMENTS:** Accredited MLS; bibliographic knowledge of the American West, Missouri, and St. Louis preferred; experience in preservation and conservation a plus. 3-5 yrs.' library experience desirable. 35-hour week, some Saturdays. Benefits package. Starting date to be arranged. Salary: \$20,000-\$22,000. Deadline: Applications accepted until position filled. Send letter of application and resume to: Peter Michel, Director, **Division of Library and Archives, Missouri Historical Society, Jefferson Memorial Building, Forest Park, St. Louis, MO 63112-1099. EOE.**

**Cataloger/technical services librarian.** Librarian II, arts reference, \$21,100-\$23,300. Librarian III, arts reference, \$24,300-\$26,500. **QUALIFICATIONS:** MLS from ALA-accredited school, preferably with courses in art history, progressively responsible cataloging experience, working knowledge of OCLC/MARC, AACR2, and Dewey classification, good interpersonal skills. Will perform original and OCLC copy editing of print materials and assist with reference duties in an art museum library. For further information about this position, phone: Mildred Coleman, **Personnel Officer, Detroit Institute of Arts, at 313-833-1929. For employment applications, send resume in confidence no later than March 31 to: Michael Jozwik, Personnel Dept., City of Detroit, 314 City-County Building, Detroit, MI 48226.** Non-Detroit residents may apply but must establish residence in Detroit at time of hire.

**Librarian (search extended).** The Historical Society of Pennsylvania in Philadelphia seeks a strong leader and accomplished publicist to manage its superb and heavily used historical and genealogical collections and library services. The successful candidate will be innovative within constraints of budget and policy, have a sense of humor, and possess the ability to manage time and service pressures with composure and resourcefulness. The successful candidate should have the appropriate scholarly or professional degrees; have a strong background in American history/historiography; be familiar with automated bibliographical and collections management systems, particularly OCLC or RLIN; and have at least 3 yrs.' supervisory experience in reference or technical services. Other desirable qualifications include familiarity with the sources and methods of genealogical research, publications, and professional visibility. The salary is \$32,000+. **Applications will be accepted until the position is filled, but preference will be given to those received before March 25.** Send resume, with appropriate 1-or-2-page cover letter, to the library executive search/screening firm: **Gosage Regan Associates, 15 W. 44th St., New York, NY 10036.**

## STATE AGENCY

**Institutional library services program manager.** Plans and implements statewide library/information services for 41 correctional, mental health, developmental disabilities, and veterans institutions organized into 8 regional

modules with 27 employees. MLS and 3 yrs.' professional librarian experience. \$29,652-\$37,956. Retirement and health benefits. **Send resume by March 31 to: Sue Johnson, Washington State Lib., AJ-11, Olympia, WA 98504; 206-753-2557. AA, EEO employer.**

**Library information services coordinator.** Vermont Department of Libraries reference and law services at Montpelier (search reopened). **DUTIES INCLUDE:** supervision and coordination of reference and legal information services and the flow of ILL requests; planning and coordinating selection of all types of materials for department's central general, reference, Vermont, legal, library science, and foundation collections; supervising maintenance of Vermont Union Catalog and checklist of Vermont state documents; supervising professional, technical, and clerical staff of 7; teaching workshops and courses offered to librarians by department; etc. Reference and law services are heavily dependent on online systems and optical disk technology. **MINIMUM REQUIREMENTS:** MLS from an ALA-accredited library school, 3 yrs.' professional library experience after the degree including one in reference work and one as a supervisor of technical and professional staff. Preference will be given to applicants with experience with database retrieval and knowledge of computerized bibliographic databases such as OCLC, RLIN, WLN. Starting salary \$22,797; \$25,230 at completion of 6 mos.' satisfactory service. **Apply by April 7 to: Personnel Officer, Vermont Department of Libraries, 109 State St., Pavilion Office Building, Montpelier, VT 05602; 802-828-3265. Equal-opportunity employer.**

**Serials librarian/Librarian B (readvertisement).** Virginia State Library and Archives is accepting applications for the position of serials librarian. Virginia State Library has been in existence for 160 years. The library's collection totals over 1.4 million items including an extensive collection of government documents and over 200,000 microforms. The library currently receives 110 newspapers and 1,300 magazine subscriptions. Duties include original cataloging of serials and revision of copy cataloging; supervision of acquisition and processing of serials, and coordination of microfilming projects for state newspapers. **QUALIFICATIONS:** ALA-accredited MLS; cataloging experience using AACR2; LC classification, using USMARC format for serials; and OCLC required. Experience with online catalog and automated check-in system preferred. Salary: \$21,666-\$29,595. Benefits include 12 days' annual leave, 15 days' sick leave, 11 paid holidays annually; health care, retirement, and life insurance programs. **State employment application required by March 17. Contact: P. A. Browne, Virginia State Library and Archives, 11th St. at Capitol Sq., Richmond, VA 23219; 804-786-3336. EEO, AA employer.**

**Unit head/Librarian C, special services.** Vermont Department of Libraries Special Services Units at Montpelier (search reopened). Directs the Vermont Library for the Blind and Physically Handicapped which provides appropriate materials to meet the needs of visually impaired and physically handicapped people of all ages, and works with staff of state-supported institutions to provide library services for their clients. **DUTIES INCLUDE:** Supervise a staff of 4, select materials and perform readers' advisory function for special users, teach workshops, consult with institutions' personnel and provide technical assistance statewide to personnel who work with visually and physically handicapped people. Unit to be automated in 1989, bringing new challenges in meeting information needs of special populations. **REQUIREMENTS:** MLS from ALA-accredited library school and 2 yrs.' professional library experience after MLS. Supervisory experience and work with handicapped, elderly, or institutionalized people desirable. Beginning salary: \$20,301; after satisfactory completion of 6-mo. probation, increases to \$22,443.

**Apply by April 7 to: Vermont Department of Libraries, 109 State St., Pavilion Office Building, Montpelier, VT 05602; 802-828-3265. Equal-opportunity employer.**

## VENDOR/UTILITY

**Reference librarian.** OCLC (Online Computer Library Center), the world's largest provider of automated library services and products, located in a Columbus, Ohio, suburb, has an immediate opening for an experienced reference librarian. This individual will provide full reference service to our staff—including online and CD-ROM searching and bibliographic instruction. He/she will promote information and library services, participate in development and collection materials, and help evaluate OCLC-developed library products and systems. Position requires MLS from ALA-accredited library school and 3 yrs.' experience in public services, preferably in a special library. Familiarity with OCLC systems and MARC formats, and knowledge of library automation and microcomputers is highly desirable. OCLC offers excellent benefits and competitive salary of \$24,000-\$32,000. Please send resume to: Ron Jones, Human Resources, **OCLC, 6565 Frantz Rd., Dublin, OH 43017. An equal-opportunity employer.**

**Resource-sharing manager.** OCLC (Online Computer Library Center), the world's largest provider of automated library services and products, located in a Columbus, Ohio, suburb, has a position open as a resource-sharing product manager. This individual will plan and direct product management and support functions including setting product group direction, software development, and user training. He/she will work with user groups and resource sharing to ensure effective product support and will supervise a staff of 7-10 people. Qualified applicants will have MLS or MBA degree and at least 5 yrs.' experience in a management capacity. Must be experienced in resource-sharing programs and library automation or technology-based products. OCLC offers an excellent benefits package and salary range of \$32,000-\$42,000. For confidential consideration, please send resume to: Ron Jones, **Human Resources Department, OCLC, 6565 Frantz Rd., Dublin, OH 43017. An equal-opportunity employer.**

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**INFORMATION DESIGN ROM 4 COM TERMINALS, Model 254.** Over 100 units available, well-maintained and in working order. \$200 each; negotiable for volume purchases. Contact: Automated Systems Division, Queens Borough Public Library, 89-11 Merrick Blvd., Jamaica, NY 11432; 718-990-0735.

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**CONSUMER CLASSIES cont. on next page.**

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#### WANTED

**WANTED: OLD LIB. FURNITURE,** c. 1900-1950. Laura Skoning, 312-787-5096.

**LIBERAL ARTS COLLEGE LIBRARIES** for new school. Jim Stitzinger, 23800 Via Irena, Valencia, CA 91355; 818-259-2011 or 805-259-2011.

**PURCHASING.** Geology, Hydrology, Paleontology. Singles or complete sections. Albert G. Clegg, Bookseller, POB 306, Eaton Rapids, MI 48827; 517-663-8428.

#### BARTER

**LIBRARIANS' PROFESSIONAL ORGANIZATIONS/UNIONS INTERESTED IN EXCHANGING NEWSLETTERS WITH OURS:** Please send recent issue(s) to: Rebecca Locke-Gagnon, Association of Public Library Employees (APLE), 505 Pine, Perrysburgh, OH 43551.

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# DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

## March

**15-18:** Hannover Fair CeBIT '89 prog., Hannover, West Germany. World's largest trade fair for office, info., & telecom. technology. Info.: Hannover Fairs USA, Inc., 103 Carnegie Center, Princeton, NJ 08540 (609-987-1202).

**16:** *Assertiveness Training for Managers* prog., Earle Brown Ctr., U. Minn., St. Paul. Spons., U. Minn./Prof. Development & Conf. Services. Fee, \$130. Info.: Registrar, Prof. Development & Conf. Services, U. Minn., Nolte Ctr., 315 Pillsbury Dr. S.E., Minneapolis 55455 (612-625-3465).

**17:** *Hidden Gold: Discovering Revenue Sources Beyond the Property Tax* prog., Bensenville (Ill.) Pub. Lib. Spons., Lib. Admin. Conf. of Northern Ill. Info.: C. Anthony, Skokie Pub. Lib., 5215 Oakton, Skokie 60077 (312-673-7774).

**17-18:** *Annual Texas Storytelling* conf., Texas Woman's U., Denton. Spons., Tex. Woman's U. Info.: F. Stewart, 110-C West Oak, 76201 (817-565-1968).

**19-21:** Assn. for Info. & Dissemination Ctrs. (ASIDIC) spring mtg., Charleston, S.C. Info.: ASIDIC, POB 8105, Athens, GA 30603 (404-542-6820).

**20:** *Books-Kids Will Sit Still For: A Crash Course in Creative Uses of Children's Lit. for Lns. & Teachers* prog., School of Lib., Communication, & Info. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, \$30. Enrollment limited to 75. Info.: J. Varlejs, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-7169).

## COMING UP

### ACRL National Conference

Cincinnati, OH April 5-8, 1989  
Phoenix, AZ April 1-4, 1992

**National Library Week** April 9-15, 1989

**Executive Board** April 26-27, 1989

### ALA Annual Conference

Dallas, TX June 24-29, 1989  
Chicago, IL June 23-28, 1990

### AASL National Conference

Salt Lake City, UT Oct. 19-22, 1989

### ALA Midwinter Meeting

Chicago, IL Jan. 6-11, 1990

### PLA National Conference

San Diego, CA March 20-23, 1991

**20-22:** *Small Press & Journal Publishing Expo '89*, New York (N.Y.) Penta Hotel. Spons., *Small Press Magazine*. Fee, \$35-\$50; varies w/no. of sessions attended. Info.: Expo '89, Meckler Corp., 11 Ferry Lane W., Westport, CT 06880 (203-226-6967; outside Conn., 800-635-5537; Fax: 203-454-5840).

**21:** *Ready Ref. Online: An Intermediate Course*, School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. .6 CEUs available. Fee, \$50. Enrollment limited to 30. Info.: See March 20.

**21-26:** *Adv. Management Skills Institute*, Lobstick Lodge, Jasper, Alta. Spons., Assn. of Research Libs./Office of Management Services. Fee, \$425 ARL mem.; \$470 non-

mem. Info.: S. Jurow or M. Seales, OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656; Fax: 202-462-7849).

**22:** *Building or Renovating a Pub. Lib.: First Plng. Steps*, prog., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. .6 CEUs available. Fee, \$45. Info.: See Mar. 20.

**22:** Rhode Island Ed'l. Media Assn. annual conf., Community Col. of R.I., Warwick. Theme, "Info. Power: Partnerships, Planning, & Programs." Info.: H. LaPointe, Conf. Chair, RIEMA, POB 762, Portsmouth 02871 (401-253-3533).

**22-27:** Popular Culture Assn. annual mtg., St. Louis, Mo. Info.: Popular Culture Assn., c/o Popular Culture Ctr., Bowling Green State U., Bowling Green, OH 43403 (419-372-7861).

**23-24:** *Indexing: A Beginner's Clinic for Lib. Applications* prog., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, \$115. Info.: See Mar. 20.

**31:** *Lib. Computer Facilities Management & Operations* prog., Earle Brown Ctr., U. Minn., St. Paul. Spons., Minn. Dept. of Ed. Fee, \$30. Info.: M. Martin, Lib. Development & Services, Minn. Dept. of Ed., 440 Capitol Sq. Bldg., 550 Cedar St., 55101 (612-296-2821).

**28:** Wisconsin Assn. of Pub. Lns./Children's & YA Svcs. Section conf., Mead Inn, Wis-

**DATEBOOK continued on next page.**

## ADVERTISEMENTS

*\$7,400 fellowship plus full tuition scholarship*  
**The School of Library and Information Science at Indiana University**  
*is seeking applications from students who desire academic fellowships for the purpose of completing the Doctorate of Philosophy degree*

Scholarships will be awarded to students who have exceptional academic credentials, and who demonstrate interest and expertise in one of the following areas of research and/or practice:

- Information Services to Youth with Handicaps
- Implementation and Evaluation of Information Networks
- Innovations in Information Use by Youth in School or Public Library Settings

**Applicants should seek additional information concerning admission requirements as soon as possible. Applications should be completed for committee review by July 1.** Admission for the program may be either fall 1989 or spring 1990. Applicants should hold the MLS from an ALA-accredited program and have a graduate 3.5 GPA. GRE scores will be required. Indiana University supports one of the highest-ranking and largest PhD programs in library and information science in the nation. Fellowship funding is provided through HEA II-B Library Career Training Program, U.S. Department of Education.

Contact:

**Daniel Callison**  
**Coordinator of the Doctoral Program**  
SLIS 011  
Indiana University  
Bloomington, IN 47405  
812-855-2018

## ADVERTISEMENTS

### RATES FOR ADVERTISEMENTS

**Nonprofit organizations: Line-by-line** format, \$6/line; ALA organizational members, \$4.50/line. **Display format**, \$60/column inch; \$45/column inch to nonprofit ALA organizational members.

**For-profit organizations: Line-by-line** format, \$10/line; **display** format, \$100/column inch.



**BRITAIN'S LITERARY LANDSCAPE**  
**June 20-30, 1989**

Explore connections between literature and the landscape -- from Cambridge to the Lake District to London.

**Portland State University**  
**Summer Session, PO Box 751**  
**Portland, OR 97207**  
**(503) 464-4081**

consin Rapids. Theme, "Cool, Nasty or Totally Gross: Is Teen a Four-Letter Word in Your Lib.?" Fee, \$20. Info.: K. Krueger, Janesville Pub. Lib., 316 S. Main St., Janesville, WI 53445 (608-755-2800).

**31:** *On Your Own But Not Alone: Techniques for the One-Person Lib.* wkshp., Days Inn, Coralville, Ia. Spons., U. Ia./SLIS. .5 CEUs available. Fee, \$45. Info.: E. Bloesch, SLIS, U. Ia., 3087 Library, Iowa City 52242 (319-335-5707).

## April

**1:** Sacramento Lit. Symposium, Dietrich Theatre, Sierra Col., Rocklin, Calif. Theme, "Reading for the Love of It." Info.: P. Kastanis (916-366-2574).

**3-4:** *Going It Alone: Managing the One-Person Lib.* prog., Toronto, Ont. Also on April 6-7 in Montreal, Que. Spons., Special LA. Info.: J. Lerner, Prof. Development Section, SLA, 1700 Eighteenth St. N.W., Washington, DC 20009 (202-234-4700).

**5:** *Improving Your Speaking Credibility* prog., Lowell Hall, U. Wis., Madison. Spons., UW-Madison/Communications Programs. .6 CEUs available. Fee, \$85. Info.: C. Carbon or L. Larmer, UW/Madison, 227 Lowell Hall, 610 Langdon St., 53706 (608-262-3032 or 1176).

**5-7:** Illinois LA annual conf., Pheasant Run Resort, St. Charles. Theme, "Libs. on the Wings of Change." Info.: W. Mahoney, ILA, 33 W. Grand Ave., #301, Chicago 60610 (312-644-1896).

**5-8:** Kansas LA annual conf., Topeka. Info.: L. Gattin, Exec. Secy., KLA, Hutchinson Pub. Lib., 901 N. Main, Hutchinson 67501 (316-663-2501).

**5-8:** Oregon LA prog., Sunriver Lodge and Resort. Theme, "Libs. Give Us Wings." Info.: J. Schepke, Oregon State Lib., State Lib. Bldg., Salem 97310 (503-378-2112).

**6-7:** *Selecting & Implementing a System* prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$180. Info.: J. Pearlmuter, Program Coord., CE Services, SLIS, UW-Madison, 600 N. Park St., 53706 (608-262-6398).

**7:** New Hampshire Ed'l. Media Assn. spring conf., Sheraton Hotel, Portsmouth. Theme, "Power Up!" Info.: S. Elder, Moultonborough Schools, Blake Rd., Moultonborough 03254 (603-476-5517).

**10-11:** *Program Design & Development* prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 2.2 CEUs available. Fee, \$170. Info.: See April 6-7.

**11:** *Functional Design for Special Libs.: How to Make Better Use of Space* prog., Lib. of Science & Medicine, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, \$55. Info.: See March 20.

**11-14:** Alabama LA annual conf., Wynfrey Hotel, Hoover. Info.: W. Nelson, POB 2210, Samford U., Birmingham 35229 (205-870-2846).

**11-15:** Texas LA annual conf., Houston. Theme, "Libs.: Up, Up, & Away." Info.: P. Smith, Exec. Dir., TLA, 3355 Bee Cave Rd., #603, Austin 78746 (512-328-1518).

**12:** Nat'l. Technical Info. Service annual users conf., Washington, D.C. No fee. *Enrollment*

*limited.* Info.: S. Rigby, NTIS, 5285 Port Royal Rd., Springfield, VA 22161 (703-487-4624).

**12-14:** African Bibliographers spring mtg., Marston Science Lib., U. Fla., Gainesville. No fee. *Regis. deadline, March 17.* Info.: A. King, Marston Science Lib., U. Fla., Gainesville 32611 (904-335-8524).

**13-15:** *Computers & Reading/Learning Difficulties* nat'l. conf., Adams Mark Hotel, Philadelphia, Pa. Spons., Ed'l. Computer Confs. Fee, \$140. Info. D. Frost or G. Block, Coord., Ed'l. Computer Confs., 1070 Crows Nest Way, Richmond, CA 94803 (415-222-1249).

**14:** *Competitor Intelligence & the Corporate Ln.* prog., Milwaukee, Wis. Spons., Special LA. Info.: See April 3-4.

**14:** *Developing Visual Support for Oral Presentations* prog., Lowell Hall, U. Wis., Madison. Spons., UW-Madison/Communication Programs. .6 CEUs available. Fee, \$75. Info.: See April 5.

**14-15:** Delaware LA annual conf., Wilmington. Info.: M. Tise, Pres.-Elect, DLA, c/o Claymont Pub. Lib., Philadelphia & Dorley Rd., 19703 (302-798-4164).

**14-15:** *Preservation Management: Planning for Preservation* prog., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, \$150. Info.: See March 20.

**15:** *Winners & Losers 1988: A Closer Look at the Year's Top-Rated Children's Books* prog., Scott Hall, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, \$45. *Enrollment limited to 75.* Info.: See March 20.

**16-18:** Missouri Assn. of School Lns. spring conf., Four Seasons Lodge, Lake of the Ozarks. Theme, "Images '89." Info.: J. Mahoney, 1608 N.E. Rosewood Dr., Kansas City 64118.

**17-18:** *Legal Aspects of Info. Management* prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$180. Info.: See April 6-7.

**18:** *Train the Trainer* prog., Philadelphia, Pa. Spons., Nat'l. Federation for Abstracting & Info. Services (NFAIS). Fee, \$225 NFAIS

## Presenter Alert

For its Aug. 7-11 summer institute, which will focus on the art of storytelling, the University of Wyoming, Laramie, welcomes suggestions for 60-minute workshop sessions.

Presenters at "Stories: Blending a Potpourri of Pleasure" will encourage participants to seek story ideas from a variety of resources, and to create their own special tales and presentation styles. Organizers seek proposals that complement the storytelling "Potpourri" theme.

**Send ideas by April 14 to: Dee Hopkins or Landra Rezabeck, College of Education, University of Wyoming Summer Institute in Library Media Studies, Box 3374, Laramie, WY 82071-3374.**

mem.; \$300 nonmem. Info.: NFAIS, 1429 Walnut St., 19102 (215-563-2406).

**19:** *Annual Lazerow Memorial Lecture*, SLIS, Indiana U. at Bloomington. Spons., Ind. U. at Bloomington/SLIS. Alice Sizer Warner to speak. Info. M. Krutulis, Lib. 011, Ind. U. at Bloomington, 10th & Jordan, 47405 (812-855-2018).

**20-21:** *Intro. to dBASE III* prog., FLIS, U. Toronto, Ont. Spons. U. Toronto/FLIS. Info.: M. Chen, CE Secy., FLIS, U. Toronto, 140 St. George St., Toronto, Ont. M5S 1A1, Canada (416-978-7111) or M. Cariou, Coord. (416-978-4666).

**20-22:** Tennessee LA annual conf., World's Fair Holiday Inn, Knoxville. Info.: B. Nance, Exec. Secy., TLA, POB 120085, Nashville 37212 (615-297-8316).

**21:** *Lib. Issues Forum Series*, Ernest S. Bird Lib., Syracuse (N.Y.) U. Cospons., Syracuse U./Libs./SIS; Onondaga Co. Pub. Lib. Ronald Dow, senior v.p. for corp. lib. services, Shearson Lehman Brothers, to speak. Theme, "Management Skills of Lib. & Info. Specialists." Info.: S. Nottingham, Community Services, Onondaga Co. Pub. Lib., 335 Montgomery St., 13202 (315-473-2702).

**24-25:** *Preservation Management* prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 2.2 CEUs available. Fee, \$175. Info.: See April 6-7.

**26-28:** New Mexico LA annual conf., Sweeney Conv. Ctr., Santa Fe. Info.: G. Trujillo, Pres.-Elect, NMLA, General Delivery, Chiumayo 87522 (505-351-4078).

**26-29:** Montana LA; Mountain Plains LA joint conf., Sheraton Hotel, Billings, Mont. Theme, "Enter, Save, Delete: Libs. Pioneering into the Next Century." Info.: P. Smith, Skyview H.S., 59105 (406-255-3650).

**26-29:** Washington LA annual conf., Seattle. Info.: M. Carr, Pres.-Elect, WLA, c/o Crosby Lib., Gonzaga U., E. 502 Boone Ave., Spokane 99258 (509-328-4220).

**27-28:** *Managing Special Collections: Archives, Manuscripts, & Photographs* prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$160. Info.: See April 6-7.

**27-29:** Pennsylvania School Lns. annual conf., Seven Springs Mountain Resort, Champion. Theme, "Partnerships." Info.: R. Frost, PSLA Conf. Publicity Chair, 2422 Riverview Ave., Bloomsburg 17815 (717-784-6120).

**30-May 4:** Int'l. Reading Assn. annual conv., New Orleans, La. Theme, "Jazzing Up Reading." Info.: IRA, 800 Barksdale Rd., POB 8139, Newark, DE 19714-8139 (302-731-1600).

## May

**1-3:** New Hampshire LA annual conf., Center of New Hampshire, Manchester. Theme, "New Hampshire LA—A Centennial Celebration." Info.: C. West, Conf. Chair, N.H. Col., 2500 N. River Rd., 03104 (603-668-2211 x2159).

**3-5:** Wisconsin Assn. of Acad. Lns. spring conf., Pfister Hotel, Milwaukee. Theme,

**DATEBOOK continued on p. 238.**



# IMPROVE YOUR MANAGERIAL EFFECTIVENESS

For 17 years we've made the management of *your* business *our* business. Once again, on a concurrent schedule, we're holding two professional development programs designed specifically to address the management needs of libraries. Join your colleagues from other libraries—in 1988, 25 states and 3 Canadian provinces were represented—and develop your potential for further long-term, professional growth.

**July 16–21, 1989**

**Miami University • Oxford, Ohio**

***Middle Management Program\****  
**for**  
***Library Administrators***  
**17th Session**

**Roles and Responsibilities of Library Administrators**  
**Interpersonal Skills**  
**Interpersonal and Organizational Communication**  
**Motivation**  
**Results-Oriented Management**  
**Diagnosing and Measuring Performance**  
**Managerial Challenges Ahead**

The Middle Management Program (MMP) is a basic management program specifically designed for those who directly supervise the activities of several others, and/or who are relatively new to the management field. Typical participants include assistant directors and department heads.

***Advanced Management Program\****  
**for**  
***Library Administrators***  
**11th Session**

**Your Interpersonal Style**  
**Maximizing Your Interpersonal Effectiveness**  
**Managerial Decision Making and Problem Solving**  
**Organizing Resources**  
**Building Trust Within a Library Team**  
**Introducing and Implementing Change**  
**Conflict Resolution**

The Advanced Management Program (AMP) is designed for those who have attended a middle-management program and/or have at least 5 yrs.' library management experience. Typical participants include library directors and directors of main departments in large libraries.

The fee for the MMP is \$825 and for the AMP \$900. For each program the fee includes instructional materials, air-conditioned single-room accommodations, and most meals. Enrollment is limited. Miami University will award a certificate and 2.6\* Continuing Education Units (CEUs) for attending either program.

\*as of January 1, 1989

## REQUEST FOR INFORMATION/APPLICATION

Please send me a descriptive brochure and application information for the MIDDLE MANAGEMENT PROGRAM AND ADVANCED MANAGEMENT PROGRAM FOR LIBRARY ADMINISTRATORS, July 16–21, 1989.

Name \_\_\_\_\_  
Title / Position \_\_\_\_\_  
Organization \_\_\_\_\_  
Mailing Address \_\_\_\_\_  
City / State / Zip Code \_\_\_\_\_  
Telephone ( ) \_\_\_\_\_  
FAX ( ) \_\_\_\_\_

Please detach and mail to: **Center for Management Development, School of Business Administration, Miami University, 103-E Laws Hall, Oxford, OH 45056-1618; 513-529-2132 or FAX: 513-529-3841.**



"Looking Backward: Past Tense—Future Perfect?" Info.: M. Gillete, Cardinal Stritch Col., 6801 N. Yates Rd., Milwaukee 53217 (414-352-5400).

**3-6:** New Jersey LA; New Jersey Lib. Trustee Assn.; Ed'l. Media Assn. of New Jersey jt. spring conf., Resorts Int'l. Hotel, Atlantic City. Theme, "Cape May to High Point: Libs. Serving All." Info.: E. Hahn, Conf. Chair, Law Lib., Rutgers U., 15 Washington St., Newark 07102 (201-648-5977).

**4-5:** Nat'l. LOEX Lib. Instruction conf., Ann Arbor, Mich. Theme, "Coping w/Info. Illiteracy: Bibl. Instruction for the Info. Age." Fee, \$115. Enrollment limited to 150. Info.: T. Mensching, LOEX Clearinghouse, Eastern

Mich. U. Lib., Ypsilanti 48197 (313-487-0168).

**4-6:** Midwest Archives Conf. spring mtg., Chicago, Ill. Info.: S. Burton, Nat'l. Archives & Records Admin.—Chicago Branch, 7358 S. Pulaski Rd., 60629 (312-581-7816).

**5:** Northern California Technical Processes Grp. (NCTPG); California LA/Technical Services Chap. spring mtg., Dominican College, San Rafael. Theme, "Access & Quality Control: Can You Have One Without the Other?" Info.: J. Dooley, Secy./Treasurer, NCTPG, Palo City Lib., 1213 Newell Rd., Palo Alto 94393 (415-329-2620) or J. Dwyer, V.P., CLA/TSC, c/o Chico State U., 95929-0295 (916-895-5837).

**15-18:** Int'l. Assn. of Social Science Info. Service & Technology (IASSIST); Int'l. Fed. of Data Organizations (IFDO) jt. mtg., Hebrew U., Jerusalem, Israel. Theme, "The Value of Research Data for Gov't. & Business." Info.: N. Hafuta, Social Sciences Data Archive, Hebrew U., Mount Scopus, Jerusalem 91905, Israel.

## July

**2-27:** Annual Summer Institute for Women in Higher Ed. Admin., Bryn Mawr (Pa.) Col. Spons., U. Denver/HERS Mid-America. Fee, \$4,200. Regis. deadline April 10. Info.: B. Metzger, HERS, Mid-America, U. Denver, Colo. Women's Col. Campus, Denver, CO 80220 (303-871-6866).

# 1989 Study Tour Roundup

NOTE: Due to fluctuations in air fares, prices quoted are subject to change. Also, the class of accommodations and amenities varies from tour to tour, and should be confirmed with individual tour operators.

## United Kingdom/Europe

**May 21-June 3:** English Libraries and Librarianship Seminar Tour to: Oxford & London, U.K. Spons., U. Oklahoma/CLS in conj. w/Oxford U./Bodleian Lib. CEUs available. Fee, \$825 (tuition and scheduled field trips). Optional excursion to Stratford to view Shakespearean play (add'l. \$35). Attendees must make individual travel arrangements. Regis. deadline, April 21. Info.: CLS Lib. Seminar, U. Okla., 1700 Asp Ave., Norman, OK 73037 (405-325-1061).

**June 20-30:** Britain's Literary Landscape Tour to: Cambridge, Lake District, & London, U.K. Spons., Portland State U./Office of Summer Sessions. 3 grad. cr. available. Fee, \$995 (double-occupancy accommodations, breakfasts, program activities, & local transportation). Regis. deadline, May 15. Info.: N. Goldman, Britain's Literary Landscape, PSU Summer Session, POB 751, Portland, OR 97207 (503-464-4081; in Oreg., 800-452-4909; outside Oreg., 800-547-8887).

**June 30-July 10:** Rumpole of the Bailey Revisited Tour to: Old Bailey & Inns of Court, London, U.K. Spons., Portland State U./Office of Summer Sessions. 3 grad. cr. available. Fee, \$995 (double-occupancy accommodations, continental breakfasts, program activities, & local transportation). Regis. deadline, June 1. Info.: N. Goldman, Rumpole of the Bailey Revisited, PSU Summer Session, POB 751, Portland, OR 97207 (503-464-4081; in Oreg., 800-452-4909; outside Oreg., 800-547-8887).

**July 2-Aug. 3:** Studies in Lnshp.: School Libs. in Great Britain Study/Travel Tour to: Bath & London, U.K. Spons., U. of Southern Miss./SLS. 3 CEUs available. Fee, \$2,299 for undergrad. cr.; \$2,449 for grad. cr. (air fare, lodging, & breakfasts). Info.: J. Thomas, SLIS, Tex. Woman's U., POB 22905, Denton, TX 76204 (817-898-2602 or 817-387-0530).

**July 2-Aug. 14:** Seminar in Children's & Young Adult Lit. Study Tour to: Bath, Oxford, & London, U.K. Spons., U. of Southern

Miss./SLS. 6 CEUs available. Fee, \$2,495 for undergrad. cr.; \$2,645 for grad. cr. (air fare, lodging, & breakfasts). Info.: J. Thomas, SLIS, Tex. Woman's U., POB 22905, Denton, TX 76204 (817-898-2602 or 817-387-0530).

**July 7-Aug. 10:** Lib. Services in Britain Study Tour to London, U.K. Spons., Northern Ky. U. CEUs available. Fee, \$2,375 (air fare, accommodations, local transportation, most meals, & Britrail pass). Departure cities to be announced. Info.: L. Sullivan, NKU, Steely Lib., Ref. Dept., Highland Heights, KY 41076 (606-572-5724).

**July 11-21:** In Search of Arthur Tour to: Lyonesse, Marlborough, Liddington Castle, Glastonbury, Tintagel, Dozmary, St. Michael's Mount, St. Ives, Winchester, & London, U.K. Spons., Portland State U./Office of Summer Sessions. 3 grad. cr. available. Fee, \$995 (double-occupancy accommodations, continental breakfasts, program activities, & local transportation). Regis. deadline, June 9. Info.: N. Goldman, In Search of Arthur, PSU Summer Session, POB 751, Portland, OR 97207 (503-464-4081; in Oreg., 800-452-4909; outside Oreg., 800-547-8887).

**July 21-31:** The London Stage Tour. Spons., Portland State U./Office of Summer Sessions. 3 grad. cr. available. Fee, \$995 (double-occupancy accommodations, continental breakfasts, program activities, & local transportation). Features 5 plays & backstage theater tours, visits to theatrically significant galleries & historical sites, & theatrical training school. Regis. deadline, June 16. Info.: N. Goldman, The London Stage Prog., PSU Summer Session, POB 751, Portland, OR 97207 (503-464-4981; in Oreg., 800-452-4909; outside Oreg., 800-547-8887).

**Aug. 2-12:** Revolutionary Paris Tour. Spons., Portland State U./Office of Summer Sessions. Fee, \$995 (double-occupancy accommodations, continental breakfasts, program activities, & local transportation). Info.: N. Goldman, Revolutionary Paris Prog., PSU Summer Session, POB 751, Portland, OR 97202 (503-464-4981; in Oreg., 800-452-4909; outside Oreg., 800-547-8887).

**Aug. 3-13:** Lns. Study/Travel Seminar Tour to: Edinburgh, Scotland, U.K. Spons., U. Wis.—Madison/SLIS. Fee, \$1,950 (air fare, accommodations, & some meals). Departs

from Chicago, Ill.; other departures & returns & an optional week in London available at add'l. cost. Info.: J. Pearlmutter, UW-Madison, SLIS CE Services, 600 N. Park St., Madison, WI 53706 (608-262-6398).

**Aug. 6-12:** Travelers in Time: Past, Present, & to Come Summer Institute Study Tour to: Cambridge, U.K. Spons., Children's Lit. New England. 4 CEUs available. Fee, \$560 (course registration). Regis. deadline, May 30. Early regis. req'd. Info.: Children's Lit. New England, c/o Carolyn Gavett, Registrar, 146 S. Church St., Macungie, PA 18062 (215-967-6789 or 617-527-2736).

## Asia/South Pacific

**China '89 Study/Travel Tour** to: Beijing, Shanghai, Xian, Guilin, Kunming, Hangzhou, Suzhou/Wuxi, & Nanjing. Study tours are being offered as 15-day or 22-day programs; departure dates vary from May 7 to Oct. 15. Spons., Int'l. Assn. for Human Relations Lab. Training. Optional excursion to Hong Kong, Japan, or Honolulu available at little or no add'l. cost. Fee, \$2,820 for 15-day program; \$3,410 for 22-day program (air fare based on West Coast departure, double-occupancy accommodations). Info.: Human Relations Inter-Group, Conf. Reservation Ctr., 630 Third Ave., New York, NY 10017 (in N.Y., 800-221-1255; outside N.Y., 212-697-1191).

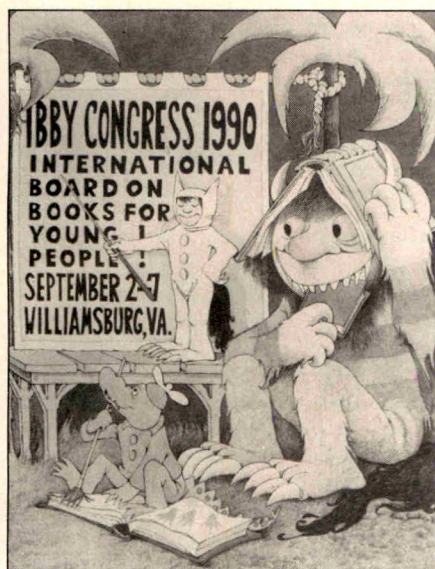
**May 28-June 20:** Tour of Australian & New Zealand Archives to: Sydney, Melbourne, & Hobart, Australia; & Wellington, & Dunedin, N.Z. Stay in Hobart coincides w/Australian Society of Archivists' Biennial Conf., June 3-5. Departs from Los Angeles, Calif. Spons., Society of Amer. Archivists (SAA). Fee, \$3,600 (air fare, accommodations, & some meals). Info.: SAA Study Tour, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

## South America

**July 4-Aug. 2:** Lit. Travel/Study Tour to: Galapagos Islands, Amazon Jungle, Machu Picchu, & opt'l. excursion to Easter Island. Spons., Fort Hays State U./Dept. of Curriculum & Instruction. CEUs available. Early regis. advised. Info.: D. Harsh, Dept. of Curric. & Instruction, Fort Hays State U., 600 Park St., Hays, KS 67601-4099 (913-628-4000).

*The Source, highlighting useful items in major areas of library/information activity, is written by Holly Rogerson, reference intern at the University of Illinois/Chicago library. Send materials for Ms. Rogerson to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.*

## young people



**A Sendak sendoff.** This magnificent commemorative poster has been designed by Maurice Sendak as an advance fundraising instrument for the 22nd Congress of the International Board on Books for Young People, to be held in Williamsburg, Va., Sept. 2-7, 1990. The five-color poster has been reproduced on museum-quality paper. Printed in a limited edition, it is likely to become a collector's item. \$50 prepaid from USBBY Secretariat, POB 8139, Newark, DE 19714.

**Children, Culture, & Controversy** examines the long tradition in America of blaming various cultural forms for bringing harm to our children.

Author Mark I. West begins with the crusade against dime novels in the late 1800s and progresses to the later controversies over series books, children's radio shows, comic books, rock lyrics, the young adult novels of Judy Blume and others, television programs, and textbooks. Ten chapters give background information about these cultural forms and probe the values and beliefs of those who have campaigned against them.

Indexed by name, title, and subject. 130 p., \$23.50 from Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-208-02155-8).

**Pick of the litter-ature.** *Who Reads What When: Literature Selections for Children Ages Three through Thirteen* lists over 500 recommended books, grouped by appropriate ages. Compiler Jane A. Williams has written this guide for practical use by parents or anyone else who selects books for children but lacks time to research good literature.

The reading list is a compilation of private school recommended reading lists, literature recommendations from textbook evaluation reports written by Russell Kirk of America's Future Textbook Evaluation Committee, and the author's personal favorites.

Indexed by age, title, and author. The 59-page paperback is \$3.95 from Bluestocking Press, POB 1014, Placerville, CA 95667-1014 (0-942617-01-0, 87-27854).

**Children and the PL.** *Public Library Services for Children* examines both tradition and today. Author Barbara T. Rollock, former coordinator of children's services for the New York Public Library, presents insights of value to every person who is or will be involved in public or school library services.

Twelve chapters cover the areas of management and budget concerns; the impact of major studies of role and mission; standards and guidelines; the implications of technology; sweeping changes in family and social structure; networking; community outreach; early childhood and parenting programs; leg-

islation and child advocacy; and collection development and censorship.

A bibliography and subject/author index are included. 243 p., \$32.50 from The Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-208-02016-0, 88-12863).

**Alternative press update.** The new third edition of *Publishers of Children's Books: A Directory* lists 139 small and independent publishers. Edited by Kathleen T. Horning, this edition both updates the information in the previous editions and includes many new entries.

Intended for use by public, school, and academic libraries, as well as bookstores, the book describes each publisher and analyzes its books according to genres, age levels, and subjects. Other publisher information given includes the ISBN prefix; information about catalogs, billing and prepayment; and any discounts available.

Bilingual, geographical, distributor, and subject indexes are included. The 89-page paperback is \$12 from Friends of the CCBC, Inc., POB 5288, Madison, WI 53705 (0-931641-02-4).

**Growing up—reading can help.** *Growing Pains: Helping Children Deal with Everyday Problems through Reading* identifies books that can help younger children through some of the trials of growing up. Authors Maureen



"Families reading together" is the Children's Book Council's 1989 reading promotion theme. This picture by Donald Carrick is one of four 13-by-19-inch full-color posters available as a set for \$18. For details about the poster set and

other current reading promotion materials, send a 25¢ stamped, self-addressed envelope and a request for the Spring Materials Brochure to the Children's Book Council, POB 706, New York, NY 10276-0706.

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## The Source

Cuddigan and Mary Beth Hanson provide annotations and suggestions for use for each title, with the focus on books for children ages 2 to 8.

Thirteen areas considered include child abuse and neglect, friendship, family, sexual equality, and self-concept/self-esteem/dealing with handicaps. Each section is further broken down into more specific subcategories. Most of the books examined were published between 1976 and 1986. The 208-page paperback is \$17.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0469-6, 88-3451).

**Providing meaningful minutes** at the end of each school day is the intent of *At Day's End: Book-Related Activities for Small Groups*. Aimed at teachers and media specialists, this activity book by authors Harriet R. Kinghorn and Fay Hill Smith will help the day end on an upbeat note.

Each of the 13 units focuses on a "Topic of the Week," such as animals, the circus, continents, favorite books, humor, and time, among others, which pertain directly to the curricular areas of science, math, language arts, social studies, and health. Arranged by subject, activities (paper crafts, creative writing, etc.) can be set up in different areas of the media center or classroom. Reproducible activity sheets, a media activity, bibliography, and take-home assignments are included in the units.

The 257-page paperback is available for \$19.50 U.S., \$23.50 elsewhere, from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-654-3, 88-22491).

**Children's music** in all its forms is available by mail from Music for Little People. The firm's 24-page, full-color catalog presents audio cassettes, videos, and musical instruments that will delight youngsters of all ages.

Divided into such categories as "Our Favorite Songs," "Video Variations," and "the Magic of Music," a wealth of items that will appeal to children are listed. The contents range from music by Raffi, well-known piper of children's music, to *Induku Zethu-Zulu* by Ladysmith Black Mambaso, the talented acapella singers featured on Paul Simon's *Graceland* album.

The catalog is available free from Music for Little People, POB 1460, Redway, CA 95560.

## reference

**Phone reference service.** Author Rosemarie Riechel provides useful information and guidelines for upgrading telephone reference service in *Improving Telephone Information and Reference Service in Public Libraries*.

This handbook is divided into four chapters. The first, an overview, contains sections on a range of topics such as promotion, policy, the collection, file development, and on-line information retrieval. Chapter two chronicles the development of a particular telephone reference service. Chapter three describes 50 real-life questions and answers, along with a list of sources cited. In the final chapter the future of telephone reference service is discussed.

A bibliography and a name/title/subject index are included. 123 p., \$21.50 cloth (0-208-02156-6), \$16 paper (0-208-02157-4) from Library Professional Publications, The Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (87-14998).

**Previewing reference works.** *Preview: Professional and Reference Literature Review* is a new monthly publication from Mountainside Publishing that will help librarians evaluate new reference works and professional literature.

Each issue includes reviews of new reference materials, with special emphasis on publications not commonly covered in the review media, such as small press and association publications; notices/evaluations of new publications in library and information science and allied fields; and summaries of reviews of reference and professional materials published in more than 100 journals.

Each of the 300-plus entries included in every issue includes a full bibliographic citation, and each summary provides a reference to the original review. Special charter sub-

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scriptions are \$35 for 11 issues (\$8 off the regular price). From Mountainside Publishing, Inc., POB 8330, Ann Arbor, MI 48107 (ISSN 0899-9821).

**Rating reference** is the theme of the Association of Research Libraries' SPEC Kit #139, *Performance Evaluation in Reference Services in ARL Libraries*. Concern about staff performance, coupled with a rapidly advancing technology, has given an immediacy to such evaluation in many libraries.

Based on two research efforts, one in 1986 and the other in 1987, the kit examines libraries' qualitative and quantitative evaluation efforts in four areas: Overall reference services, reference desk service, online database services, and instructional services. The 82-page paperback reprints policies and standards for overall reference services from three libraries; evaluation forms and survey results for reference desk service from two libraries; evaluation procedures, forms, and reports for online database search services from two libraries; and procedures, forms, and survey results for instructional services from four libraries. \$20 (\$10 for ARL members) from SPEC, Office of Management Studies, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (Make checks payable to "ARL Office of Management Studies").

**Authoritative evaluations** of encyclopedias, atlases, and dictionaries are given in *General Reference Books for Adults*. Edited by Marion Sader, the volume presents in-depth descriptions and evaluations of over 300 current reference sources.

Divided into five sections, the book offers criteria developed for use in choosing reference works in each category. In addition to expert judgments from leading librarians and subject authorities, a reference-rating survey reflects the responses of thousands of public and academic librarians across the country. Sample pages, comparison charts, fact boxes, and review excerpts are among the key evaluative features presented to help librarians make informed judgments.

A bibliography and a name/subject/title index are included. 560 p., \$69.95 from R.R. Bowker, POB 766, New York, NY 10011 (0-8352-2393-0, 88-10054).

**The international scene.** Editors Bill Katz and Ruth A. Fraley present an appraisal of worldwide librarianship and the reference service function in *International Aspects of Reference and Information Services*. The volume focuses on how reference services can be improved to facilitate true exchange of information around the world.

The book is divided into geographic sections, beginning with the entire world and going on to the U.S., Africa, Australia, the U.K., Germany, Israel, and Latin America. Within each geographic area, experts look at problems and provide answers on a variety of pertinent topics, such as information counseling and policies, reference services and global

awareness, and integrating a central reference international studies program.

This monograph is published simultaneously as volume 17 of *The Reference Librarian*. 244 p., \$34.95 from The Haworth Press, 12 West 32nd St., New York, NY 10001 (0-86656-573-6, 87-11846).

## tech services

**Two new thesauri** have been added to the ACRL series of thesauri for use in rare book and special collections cataloging. *Binding Terms* describes the physical properties of the book's binding. *Provenance Evidence* considers not only the former owners, but also any who have had temporary custody of the material and have left their mark upon it.

Developed by the ACRL Rare Books and Manuscript Section Standards Committee, the paperback guides provide standard terms for use in USMARC field 755. This permits retrieval of books by their physical features rather than intellectual content, an aid to researchers interested in studying the techniques and styles of book production and distribution.

*Binding Terms*, 37 p., is \$10 (\$8.50 to ACRL members) (0-8389-7210-1). *Provenance Evidence*, 24 p., is \$9 (\$7 to ACRL members) (0-8389-7239-X). ALA Order Department, 50 E. Huron St., Chicago, IL 60611.

**Classification counseling** is offered by author Eric J. Hunter in *Classification Made Simple*. Providing a gateway to the more advanced works on this topic, the book will be invaluable to students of information work, as well as to managers and others outside the information profession who need to classify specialist information or set up a small information unit.

Thirteen chapters move from a definition of classification and its role in an information system, through discussions of faceted and hierarchical classification, enumerative schemes, synthesis, notation, and citation order, to sections on authority lists, thesauri, and classification as a search tool.

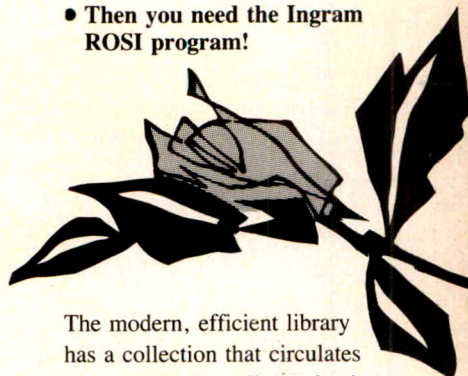
The 115-page paperback is \$12.95 from Gower Publishing Company, RR 1, POB 55, Brookfield, VT 05036 (0-566-05605-4, 87-21930).

**AV vocabulary**, from "acetate film" to "zincography," is defined in the *Audiovisual Material Glossary*, compiled by Nancy B. Olsen. Designed for general catalogers working with nonbook and special materials, the book will also be of value to acquisitions and reference librarians.

Terms covered include those naming or describing maps, music, sound recordings, motion pictures and video recordings, graphic materials, computer files, three-dimensional materials, and microforms. Illustrations and cross references accompany the definitions, which were developed through an exhaustive

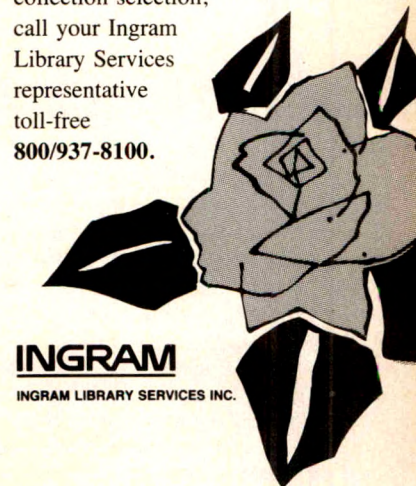
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examination of AACR2, OCLC-MARC format documents, and other authoritative sources.

The 52-page paperback is \$8.50 from OCLC Online Computer Library Center, Dept. 630, POB Onb, Columbus, OH 43265. OCLC members can order through the acquisitions subsystem (NACN 27278) or the ILL subsystem (institution symbol ORD); give OCLC symbol and network affiliation. Nonmembers must prepay; make checks payable to OCLC Online Computer Library Center. (1-55653-026-9).

**Moving Image Materials:** *Genre Terms* is a guide to the first national standard for adding genre and form terms to MARC records. The new thesaurus was prepared by the National Moving Image Database Standards Committee of the National Center for Film and Video Preservation and coordinated by the Motion Picture, Broadcasting, and Recorded Sound Division of LC.

The goal of the thesaurus is to help catalogers create records that provide expanded access to moving-image material collections. It is designed to be used with AACR2, LCSH, and *Archival Moving Image Materials: A Cataloging Manual*.

The 108-page paperback is \$20 from the Library of Congress, Customer Services Section, Cataloging Distribution Service, Washington, DC 20541 (87-4004).

**Subject headings on CD-ROM** are now available from the Library of Congress on *CDMARC Subjects*. The three-volumes of the "red book" of *LC Subject Headings* are contained on a single disc.

The purchase of *CDMARC Subjects* includes the disc, retrieval software, and an easy-to-use instruction manual. Quarterly updating is provided as part of the subscription price. The system features a sophisticated interface for multiple look-ups using keywords and boolean operators. All you need is basic PC equipment and a CD-ROM drive. The subscription price is \$300 in the U.S. and \$370 foreign. For more information or a demonstration disc, write Library of Congress, Catalog Distribution Service, Customer Services Section, Washington, DC 20541.

## info briefs

**CD-ROM bibliography.** *CD-ROM: An Annotated Bibliography*, compiled by Ahmed M. Elshami, describes 677 English-language books, documents, dissertations, and journal articles. The selections were based on the significance of their coverage of CD-ROM and its development.

Each entry includes complete bibliographic information and a brief annotation. The 12 chapters are arranged by broad subject area, such as general reference, technology, CD-ROM compared to other media, applications, and marketing. Each chapter is

then divided into topical sub-sections; for example, the chapter on "Applications" contains 40 sub-sections, ranging from agriculture to the travel industry. Separate chapters cover conferences, databases, dissertations, and videotapes.

Author, title, and subject indexes are included. The 138-page paperback (0-87287-702-7, 88-13908) is \$24.50 U.S. and \$29.50 elsewhere. Also available on disk: IBM (0-87287-703-5) at \$20 U.S. and \$24 elsewhere; Apple II family (0-87287-729-9) at \$20.50 U.S. and \$24.50 elsewhere; and Macintosh (0-87287-728-0) at \$21 U.S. and \$25 elsewhere. Order from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988.

**Fulltext Sources Online** is a new directory, edited by Ruth Orenstein, that lists all periodicals found in full-text format in online databases.

Approximately 1,700 periodicals are listed alphabetically, covering topics in science, technology, medicine, law, finance, business, industry, and the popular press, among others. The entries list the vendors offering each title, along with the appropriate file number or name. A glossary of database numbers and abbreviations is provided at the end of the directory, as well as a directory of database vendors.

The current edition, dated Winter 1989, (126 pages, spiral-bound) will be updated with a new issue this summer. The cost per issue is \$45, prepaid (add \$2.55 for postage in Canada). The combined price for both issues is \$80. A \$15 invoicing fee will be charged for orders not prepaid. Available from Bibliodata, POB 61, Needham Heights, MA 02194 (ISSN 1040-8258).

**Expert systems.** *Knowledge Engineering: Expert Systems and Information Retrieval* reviews current research areas in which artificial intelligence (AI) and information retrieval (IR) can cooperate to develop more capable computer systems for handling information. Edited by Irene Wormell, the book contains nine papers presented at a NORDINFO seminar held at the Royal School of Librarianship in Copenhagen in December 1986.

The papers are arranged in two groups: those dealing with AI applications in IR systems and those emphasizing experiences in the field of IR which the builders of expert systems could use.

The 182-page paperback is available for \$39 from Taylor Graham, Suite 187, 12021 Wilshire Blvd., Los Angeles, CA 90025 (0-947568-30-1).

**Measuring online performance** is the goal of a new published study by Janice Helen McCue. *Online Searching in Public Libraries: A Comparative Study of Performance* compares and analyzes the results of 42 online database searches conducted in 21 public libraries in 16 states.

Unobtrusive techniques were used to evaluate the skill of the online searchers in retriev-

ing citations that would provide information for a single multifaceted question, and in using two different databases. Results showed a wide difference in the quality of online searching from library to library.

McCue reviews the literature on online searching and public libraries, as well as that dealing with the use of unobtrusive measures. She then presents her own research, followed by her conclusions. A series of appendixes demonstrate the research tools used in her study. 288 p., \$27.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2171-0, 88-18482).

## resources

**Literary themes** are the focus of a new resource for libraries with collections in English, American, and world literature, the *Dictionary of Literary Themes and Motifs*. Edited by Jean-Charles Seigneure, the dictionary consists of 143 essays contributed by 98 specialists in world literature.

Topics covered in the essays relate to adventure, family life, the supernatural, eroticism, status, humor, idealism, terror, and many other categories of human experience. Each entry begins with a definition and a sketch on the origin and historical background of the literary theme. The topical essay discusses the significance and occurrence of the theme in world literature and supplies information on geographical area, genre, style, and chronology. Entries conclude with a selected bibliography of scholarship pertaining to the theme.

A cross-index to themes and motifs provides access to information on secondary or related topics. The two-volume set, totaling 1,530 pages, is \$195 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-22943-0, 87-12004).

**Labor legalities.** A new booklet from the American Bar Association is now available to help employees and employers understand their legal rights and responsibilities. Titled *Law in the Workplace*, the booklet surveys the laws relating to employers and their employees.

Using a question-and-answer format, the booklet provides concise statements of current law in easily understandable language. A full range of legal issues concerning the world of work is covered, including recruitment and hiring, job safety, unions, discrimination in the workplace, pensions, and job security.

*Law in the Workplace* is part of the ABA's "You and the Law" series, which also includes such titles as *Law and Marriage* and *Landlords and Tenants*. The 80-page booklet is \$2 each for one to nine copies, \$1.50 each for 10 to 99 copies, and \$1 each for 100 or more copies, from ABA Order Fulfillment, 750 N. Lake Shore Dr., Chicago, IL 60611. Specify product code number 235-0015 when ordering.

**Locating AIDS info.** *How to Find Information about AIDS*, by Virginia A. Lingle and M. Sandra Wood, is aimed at assisting both health professionals and the general public in tapping the vastly increasing flow of information on this major priority of the health care community.

Seven chapters list organizations; health departments; research institutions, grant funding sources, and federal agencies; hotlines; computerized resources; print resources; and audiovisual producers. Although the emphasis is on clinical information about AIDS, the compilers have attempted to cover most aspects of the disease. As comprehensive treatment of the large number of local groups and ever-expanding new programs and services is impossible, the guide is selective.

Contains a name/subject/title index and a geographic index. 130 p., \$14.95 from Hawthorn Press, 12 W. 32nd St., New York, NY 10001-3813 (0-86656-752-6, 88-758).

**Legal listings.** Over 19,000 print, electronic, and "person-to-person" resources are listed in the first edition of the *Encyclopedia of Legal Information Sources*.

The sources are arranged by type (statutes and codes, looseleaf services, law reviews and periodicals, online databases, research centers and institutes, etc.) under 460 subject headings, from abortion and accidents to wrongful death and zoning.

The 634-page volume, edited by Paul Waserman, Gary McCann, and Patricia Tobin, is \$140 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-0245-4, 87-25901).

**Duke discography.** The new third edition of *Ellingtonia: The Recorded Music of Duke Ellington and His Sidemen* is a complete and exhaustive guide to that prolific jazz composer-performer. Compiled by W. E. Timmer, the book lists studio recordings, movie sound tracks, concerts, dance dates, telecasts, broadcasts, and private recordings, released as well as not yet released.

Included are a chronological section covering all known recordings by Ellington, an alphabetical section listing song titles, a section describing the band personnel present at each event, and a final section registering the outside activities of all the regular members of the Ellington band.

No. 7 in the Studies In Jazz series, the volume is \$49.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1934-1, 86-21967).

**Index to encyclopedias.** Subject access to 430 standard reference sources is provided in *First Stop: The Master Index to Subject Encyclopedias*. The keyword and broad subject indexes compiled by editor Joe Ryan cover nearly 40,000 topics in English-language encyclopedias, dictionaries, handbooks, comprehensive textbooks, and other standard reference sources, all currently available in the U.S. Articles from these sources were chosen for inclusion because they were authoritative, analytical, and at least 250 words in length. In addition, all cited articles are signed and include bibliographies.

The index is divided into three sections: "source list," "broad subject index," and "keyword index." The "source list" section is

used to obtain a complete citation to the sources referenced in the following two sections. The "keyword index" indexes all of the meaningful words from the titles of the articles. 1,582 p., \$195 in North America, \$234 elsewhere from Oryx Press, 2214 N. Central, Phoenix, AZ 85004 (0-89774-397-0, 88-28870).

## ==special services==

**The ethnic environments** of California's libraries are examined in *A State of Change: California's Ethnic Future and Libraries: Conference & Awareness Forum Proceedings 1988*. Edited by Nora Jacob, this resource handbook is an important examination of the many issues facing our changing society.

The needs of California's diverse black, Asian-Pacific, Native American, and Hispanic populations are addressed in the report. The findings are of value not only to Californians, but to librarians nationwide who are striving to provide service to diverse populations.

The 343-page paperback consists of four parts. Part one summarizes the Rand report *Public Libraries Face California's Ethnic and Racial Diversity*; part two publishes the proceedings of the "State of Change" Conference Proceedings; part three reports on nine regional Awareness Forums held statewide; and part four gives recommendations for future action. \$15 plus \$2 handling and 6.5% sales tax for Cal. purchasers from California State Library Foundation, POB 942837, Sacramento, CA 94237-0001 (0-929722-28-0).

**The graying of America.** The 65-and-older age group is the focus of *Information and Aging*. Services for the fastest growing segment of the U.S. population have historically been given low priority by the nation's libraries, says editor Betty J. Turock.

The 88-page paperback brings together seven papers and a reactor panel from the 25th Annual Alumni-Faculty Symposium, held by Rutgers University's School of Communication, Information, and Library Studies on April 9, 1987. The meeting focused on the role of libraries in the face of the aging of our population. Topics such as "Aging and Intelligence," "Public Library Service for Older Adults," and "Federal Sources for Funding" are covered. \$11.95 from McFarland & Company, POB 611, Jefferson, NC 28640 (0-89950-358-6, 88-42569).

**Talking Books: Pioneering and Beyond** traces the development of recorded books and playback equipment for blind and physically handicapped persons.

Author Marilyn Majeska has collected under one cover information that was stored in the records and archives of the various organizations that helped develop talking books, preventing the loss of this historic data. The chronology is divided into four pe-



**Oxford encyclopedia continues.** Two new volumes of the *Oxford Illustrated Encyclopedia* are now available. The eight-volume series covers all areas of human knowledge and achievement (AL, May 1986, p. 371). Volume three, *World History from Earliest Years to 1800* (0-19-869135-1), goes from prehistoric times and early civilizations through the advent of the industrial age. Volume four, *World History from 1800 to the Present Day* (0-19-869136-X), deals with the political, economic, and social developments of the past two centuries. Each 392-page volume contains more than 2,300 entries and over 350 illustrations (such as this rendition of the 15th-century Battle of Agincourt), many in color. The two volumes are \$65 the set from Oxford University Press, 16-00 Pollitt Dr., Fair Lawn, NJ 07410.

riods between 1932 and 1988, with sections on the various technologies used during each era. A fifth part focuses on the future of the talking book program.

A name/subject index and bibliography are included. The 108-page paperback is available free from National Library Service for the Blind and Physically Handicapped, The Library of Congress, 1291 Taylor St. NW, Washington, DC 20542 (0-8444-0590-6, 87-34847).

**WordPerfect audio lessons.** Help is now available for visually-impaired microcomputer users in the form of a new audio course titled *How to Use WordPerfect 5.0*. In these new self-study audio lessons from FlipTrack Learning Systems, the user will master all the essentials as well as the special features of WordPerfect 5.0.

The four audiocassettes, each about two hours long, offer step-by-step audio instructions that work directly with the program, teaching how to create, format, edit, and print a wide variety of documents. More advanced instruction covers topics such as spell-checking, merging, sorting, and using graphics.

The four cassettes and a time-saving document disk are \$99 and are completely reusable for training as many staff members as needed. From FlipTrack Learning Systems, 999 Main St. Glen Ellyn, IL 60137.

**Info for Hispanics** is detailed in the *Hispanic Resource Directory*. The comprehensive guide, compiled by Alan Edward Schorr, includes extensive information on 951 local, regional, and national Hispanic organizations, associations, research centers, academic programs, foundations, museums, and government agencies around the U.S.

Services in such areas as education, advocacy, culture, economics, law, library and information, political organization, and social services are covered. The main section is arranged by state and city, followed by the entry for the organization. Also included are nine appendixes with 1,300 additional brief entries in such areas as Hispanic publishers, minority and small business programs, migrant health and education, and bilingual education.

Indexed by organizational names, contact persons, and services. The 347-page paperback is \$37.50 plus \$2.50 shipping from the Denali Press, POB 021535, Juneau, AK 99802-1535 (0-938737-15-5, 88-70503).

## publicity

**Murder for money** is the goal of *Murder by the Book*, a fundraising kit prepared by The Friends of the Westbank Community Library of Austin, Tex. Ideas for invitations, tickets, location, publicity, theme, and much more are included in this step-by-step discussion of the planning and production of a dynamic

and successful Whodunit Fundraiser.

The \$15 kit also includes a sample trivia quiz and the original murder mystery script used by the Westbank Community Library for their 1988 fundraiser. Available from The Friends of the Westbank Community Library, 2224 Walsh Tarlton Lane, Austin, TX 78746.



**Books Basenji** is a new non-speaking spokesperson (or spokedog) for the Lakewood (Ohio) Public Library. Appearing on bookmarks and posters, the barkless Basenji hopes to promote quiet and consideration for others by inviting library patrons to join ASPCR—American Society for the Prevention of Cruelty to Readers. The basenji represents a truly rare breed: a creature who's always quiet in the library.

## intellectual freedom

**Information control** is the focus of a new bibliography compiled by James R. Bennett. *Control of Information in the United States: An Annotated Bibliography* contains 2,943 citations to books and articles dealing with the description and diagnosis of information control.

The citations are arranged in seven broad categories, beginning with "anticommunism and anti-Sovietism" and ranging through such topics as "government," "corporations," and "Pentagon." Within each broad category, the citations are arranged under finer topical subdivisions. Each citation is followed by a brief annotation.

Includes an authors index and a subject index containing some 3,700 headings. 587 p., \$59 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880 (0-88736-082-3, 87-16475).

**Censors' impact on kids' books** is explored in *Trust Your Children: Voices Against Censorship in Children's Literature*. Edited by Mark I. West, the book presents interviews with au-

thors and publishers whose books have been censored and anti-censorship activists who have been involved in the frontlines of the struggle.

Judy Blume, Maurice Sendak, and Robert Cormier are among the 10 authors interviewed; the publishers are Richard W. Jackson, Phyllis J. Fogelman, and Stephen Roxburgh. Four interviews with such anticensorship activists as ALA's Judith F. Krug and Barbara Parker of People for the American Way round out this primer on the importance of reading and literature for the next generation of Americans.

The 177-page paperback is \$19.95 from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013 (1-55570-021-7, 87-21452).

**Censorship in schools.** *Censorship and Selection: Issues and Answers for Schools* is a new manual from ALA and the American Association of School Administrators aimed at school media specialists, administrators, and teachers. Author Henry Reichman presents information school personnel can use to communicate to parents the rationale for selecting educational materials, and to deal professionally with concerns or complaints that may arise.

Beginning with a discussion of what constitutes censorship and the motivations behind it, the manual proceeds to review the subject areas in which books are most frequently challenged, such as "dirty" words and witchcraft and the occult. Detailed suggestions for establishing a selection policy and handling complaints are then given. Finally, the basic principles of the law and relevant court decisions are examined. A series of appendixes provide interpretations of relevant sections of the Library Bill of Rights and samples of documents, such as a letter to a complainant and instructions to an evaluating committee.

The 141-page paperback is \$12.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-3350-5, 88-16815).

**IF article roundup.** *Right to Know Vol. II* is a compilation of articles on such topics as censorship, secrecy, manipulation of information, propaganda, and sexism as censorship. A broad spectrum of journals and newspapers are represented in this "press profile," edited by Zoia Horn.

The collection is divided into 10 sections focusing on subjects such as "Attacks on the Right to Know," "Censorship by Selective Budgeting and Regulation," and "The Press and the Media." The final section, "Affirmations of Our Right to Know," contains articles showing some success in rectifying such information abuses. A list of names and addresses of organizations active in fighting for freedom of information is appended.

The 224-page spiral-bound paperback is \$15 plus \$1.50 shipping from DataCenter, 464 19th St., Oakland, CA 94612. □

# Pattern-cutting for the '90s

*What ALA's Midwinter Meeting promises for the near future*

**A** new this, a new that for the 90s—the patterns for the next decade are being fashioned in every professional gathering as the '80s grow old, and much of ALA's business during its Midwinter Meeting Jan. 7–12 in Washington did concern the shape of things to come.

ALA's internal organization and general program directions are in transition, and, with a change of executive director and a White House Conference imminent, the Midwinter agendas were heavy with strategic planning and political positioning.

Perhaps the emphasis on things to come reflected well on ALA's current state of affairs. As pointed out in Executive Director Thomas Galvin's report to Council and much of Treasurer Carla Stoffle's report (see summaries), ALA had a stellar financial and programmatic year and wiped out its General Fund deficit. Membership has continued to soar, and attendance at Midwinter itself was uncannily high.

Thus, with no outrage over the present state of the Association, and with President-elect George Bush scooting about town, it was a kinder, gentler, forward-looking meeting. The Council passed every resolution brought before it and directed most of its rancour at traditional enemies of intellectual freedom and access to information.

Some Councilors and Board members expressed concern over the uncertain relationships between ALA's official priorities and its expenditures, between staff initiatives and membership-driven programs, and between the divisions and ALA's general program. But with posess of officers, other members, and staff riding hard toward a balance of Association interests, many of these uncertainties should be resolved by high noon in Dallas, at this summer's Annual Conference.

In addition to highlights given in last month's *AL*—among them, new twists on the FBI's Library Awareness caper, the Librarian of Congress at Council, and the report of the Minority Concerns Committee—we offer an editors' tally of official business and notes on selected activity, much of it geared to the years ahead.\* Also, to the best of our ability, we present an objective account of the four presidential-candidate forums. —A.P.

\*Reporting are Gordon Flagg, Tom Gaughan, Leonard Kniffel, and Art Plotnik.



**SUMMERS & WINTER.** President F. William Summers cuts ribbon at exhibits, where thousands viewed products for the '90s. Outside, member awaits shuttle and warmer, "swimming-pool" days.

## Summers fears "new pistons, springs, paint" will not keep "fragile" ALA vehicle on road

In his address to ALA Council, President F. William Summers praised the growth that ALA has enjoyed under resigning Executive Director Thomas Galvin; but in looking down the road, he compared the Association to an old family car:

"...As I have watched us work on the Operating Agreement [between ALA and its divisions], as we have seen the enormous increase and workload of COPES [Committee On Program Evaluation and Support], the fiscal officers of ALA, and the Executive Board's own Finance and Audit Subcommittee, I have become... convinced that we are trying to put new shock absorbers, new rings and pistons, and a new paint job on what is fundamentally an old and increasingly fragile vehicle which our family has largely outgrown," Summers said.

"We may make it run better, ride a little more comfortably, and look better," he continued, "but it still will not meet our needs."

Summers outlined some historical determinants of ALA's organizational structure, dating back to 1956. But since these patterns were put in place, he said, ALA has greatly expanded services, programs, and the attention it devotes to the nature of revenues and expenditures. Offering a second metaphor, he likened ALA's organizational structure to a three-legged stool with one short leg. "We can't sit on it comfortably for very long."

He called on new officers to consider a fundamental overhaul.

### **The executive director search**

Summers reported that the Executive Board would schedule a special meeting to consider the search for a new executive director. [See Ex. Bd. summary and News Fronts department, this issue.—Ed.] The Board, he said, would examine ALA's current and future needs for executive leadership, the skills, knowledge, and personal

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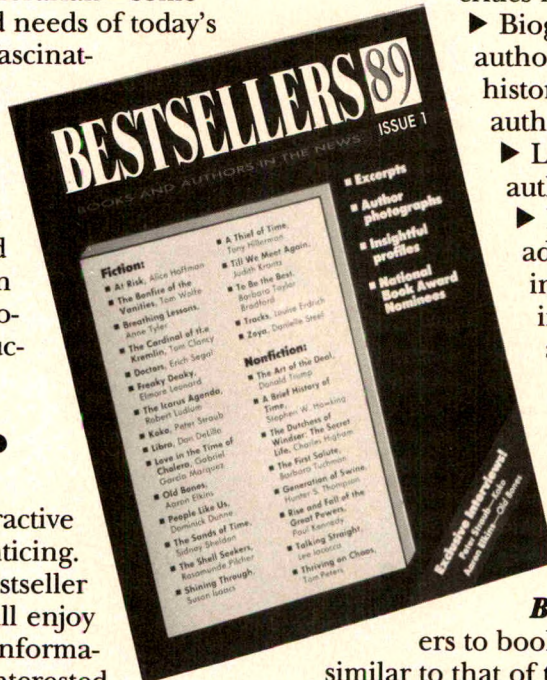
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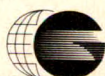
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attributes required, and a process that would be both expeditious and democratic. He urged members to begin sharing their views on the matter with the appropriate ALA officers or staff.

Summers concluded with a description of "the multiple ALAs" that constitute the Association, each shaped by the particular interests of individuals, and the need to embrace that multiplicity in Association planning.

## Presidential candidates run the "forum marathon"

A crowded field of four ALA presidential candidates faced a crowded schedule of four pre-election forums at Midwinter. Informal sessions held by the Chapter Relations Committee and the Social Responsibilities Round Table were attended by fewer than 20 people, mostly members of those groups. The traditional Sunday night forum sponsored by ALA's youth divisions drew only an audience of about 50 (prompting candidate Richard Dougherty to charge, "I'm not sure you've made the commitment"). The final forum, held Monday afternoon, finally attracted a respectable crowd, with several hundred members hearing the candidates' views.

But hours of questioning failed to turn up major philosophical differences or provoke discord among the candidates. "I think no matter who wins, we're a great group of people," said candidate Hannelore Rader. The unity prompted ALA's Art Plotnik to ask what each candidate offered that the others didn't.

Rader expressed unhappiness at the question ("We have a wonderful relationship," she said of the candidates), but said that her professional experience gives her perspectives on all types of libraries; she's been a children's librarian and is now director of the Cleveland (Ohio) State University library. Rader also pointed out her international experience and her contributions to ALA.

Rebecca Bingham also cited the diversity of her library experience—she's worked in academic and public libraries, as a library educator, and is currently library media services director of Jefferson County Public Schools in Louisville, Ky.—and her track record of leadership experience. Bingham said that electing a school librarian would prove that the age level of a librarian's clientele did not matter—the top leadership of ALA is open to all.

"That's a nasty question," said Dougherty, "but I rise to the bait." Dougherty, a professor at the University of Michigan library

school in Ann Arbor, said that voters should put aside such considerations as the candidates' genders and types of libraries. He also said he wanted to avoid the "com-

petency" trap that snared Michael Dukakis, and urged members to vote on the basis of leadership ability.



**CANDIDS OF THE CANDIDATES** for ALA president reflect the intensity that each somehow sustained through four grueling forums and other appearances at Midwinter. At top, from left: Rebecca Bingham, Irene Hoadley, and Richard Dougherty. Bottom, Hannelore Rader greets the legendary Bessie Moore, who has watched scores of ALA presidents in action and who most recently served as an NCLIS commissioner.

"I'm forthright, honest, and fair," said Irene Hoadley. She also characterized herself as "an action person" who likes to make things happen, adding, "Ask them at Texas A&M," where she's director of the university's Evans Library. Hoadley also mentioned her sense of humor, saying ALA could sometimes take itself less seriously, and her ability to "surround myself with good people."

#### ASRRive answers

At the SRRT forum, the candidates stressed their commitment to social issues. Rader spoke of the need to move to assure access to information for all people, calling the issues "more complex than ever before" due to technology and censorship pressures.

Hoadley called upon ALA to do more to attract minorities to careers in libraries, in both professional and support positions. She also blamed ALA for devoting too much of its energies to the organization itself: "Too much of our effort is spent in navel-gazing," she said, urging members to keep "the big picture" clearly in mind.

Bingham reiterated these views, saying "My main concern is with access," but also stressing the need for recruitment and retention of minorities in the profession. In addition, she emphasized services to "our unserved and underserved," the homeless and unemployed. We must let people know that we remain "the poor people's university," she said.

ALA should focus its efforts on issues where it can speak for all types of libraries,

said Dougherty. He quoted Jesse Jackson's comment to special-interest groups: "Your cause is just, but your patch is too small." "On certain issues," Dougherty said, "ALA is the organization that can speak for us in the national arena; as an example he cited literacy efforts, which transcend type-of-library considerations.

The candidates spoke with their customary accord on the matter of access to government information. "We need to work with members of Congress on these issues," said Rader. Hoadley pointed out that "we have already lost the battle to have everything free," saying our fight should now be to have some influence on what information is disseminated by the government and what is privatized. Bingham agreed, saying "we may not be

## ALA Council and Executive Board actions in Washington

### Council

In business meetings held Jan. 9, 10, and 11, ALA's policy-making Council voted in favor of these items. The official resolutions have been paraphrased in most instances:

- that ALA lead efforts to form a campaign toward restoring service in earthquake-stricken areas of Armenia. ALA policy 8.3 authorizes the president to appoint a committee to take action (CD 27).\*

- that ALA lead in establishing a Coalition on Information Literacy to serve as a network with other appropriate national organizations and agencies to promote such literacy and its role in student performance, lifelong learning, and active citizenship; also, that ALA encourage consideration of information literacy at the White House Conference and promote further study through the ALA units (CD 8.1; see also further comment, this report).

- to accept the Policy Monitoring Committee changes and additions to the *ALA Policy Manual* to incorporate July 1988 Council actions. Of special interest was amended language of policy 54.2, "Librarians: Appropriate Degrees," to read as follows in the next *Manual* printing: "The master's degree from a program accredited by the American Library Association is the appropriate professional degree for librarians. . . ." (CD 12).

- to refer the Report of the Planning Committee (CD 30) and its revised ALA Planning Document (CD 5) to the ALA president-elect and treasurer for further study and a report to the Council by the 1989 Annual Conference.

The 11-page report and the Treasurer's report (see summaries under "Reports to Council") had some differences in interpretation of ALA program expenditures and their planning; while 64 councilors were ready to accept the committee's progress report, 89 voted for the referral.

- to accept the recommendations of the Committee on Organization on: 1) the functions and membership of the Standing Committee on Review, Inquiry, and Mediation [no longer including Arbitration—ed.]; 2) a formal definition of a "commission" as appointed by the ALA president or president-elect and approved by the Executive Board ("... a commission . . . is advisory to the Association. Commission report(s) may be published by ALA, but will not be considered ALA policy until officially adopted by Council"); 3) the functions and membership of a Coordinating Committee on Access to Information ("... to facilitate the development and maintenance of a comprehensive set of information access policies for the American Library Association in cooperation with all Association units. . . ."); 4) an additional charge to the Committee on Professional Ethics, to review and approve proposed statements on ethical issues before adoption by the originating units or committees to assure consistency with the *ALA Statement on Professional Ethics*; and 5) responsibility for naming representatives to outside organizations (CD 26).

- to authorize the Executive Board to approve ALA's participation as a named Plaintiff in litigation being prepared by the Media Coalition on behalf of its members to challenge the constitutionality of the Child Protection and Obscenity Enforcement Act of 1988—which could impose a chilling effect on the acquisition and dissemination of library materials protected by the First Amendment—pending review of the draft Complaint [Ex.



Ella Gaines Yates (r.), Legislation Committee chair, with Eileen Cooke, library legislation champion for 25 years.

Bd. later approved ALA's participation—Ed.] (CD 46.1).

- to strongly support passage of H.R. 50, regulating FBI conduct in certain matters (such as the Library Awareness Program) and to express ALA's deepest appreciation to Chair Don Edwards and the House Subcommittee on Civil and Constitutional Rights for their continuing interest in ALA's opposition to the Library Awareness Program and in protecting First Amendment Rights of Library Users (CD 46.2).

- that in support of linguistic pluralism, ALA oppose any legislation restricting diversity in library collections and services, work with others to counteract restrictions arising from current laws, and support library resources and services in languages commonly used within a community.

- that ALA press for the case of Joyce Mabudafhasi to be brought before the U.N. Commission on Human Rights. Formerly a

\*CD (Council documents) and EBD (Executive Board documents) may be requested by number from Miriam Hornback, Council Secretariat, at ALA Headquarters. Please enclose a stamped, self-addressed envelope.

able to turn back the tide, but we can monitor the flow." "Privatization of government information is something I basically oppose," said Dougherty, calling it "one of the most important issues of recent years" and one of the issues that the entire profession can rally around.

There was also unanimity on a resolution then before Council (later withdrawn) on guidelines for fee-based services: all were opposed. "There is no reasonable fee to library service as far as I'm concerned," said Hoadley. Attaching fees to services was "a major mistake," said Dougherty, and we would have been better off if we had philosophically opposed all fees from the beginning. Rader said we need to work with our funding agencies to keep the fee structures out of our libraries. Opposing

the Council resolution, Bingham said that "even a suggestion of a guideline implies endorsement."

### Thinking young

At the forum sponsored by the three youth services divisions—the American Association of School Librarians, the Association for Library Service to Children, and the Young Adult Services Division—the candidates were asked what they would like to see accomplished in services for young adults in the 1990s. Rader's three suggestions: make sure there's a good pool of trained young adult librarians, work hard to address the information-literacy issue, and work even harder to develop outreach programs, particularly in the inner cities.

Bingham agreed we should lay the foundations for an adequate supply of librarians for young people, adding that we should see that they achieve salary parity with other types of librarians. Dougherty cited the contributions that youth librarians can make to society in such areas as education and literacy. Hoadley said she would like to see the librarians in the audience work to make each child a lifelong library user.

Asked for ways to continue the momentum from the 1989 "Year of the Young Reader," Dougherty said we have to make the effort "a habit" rather than a one-year campaign. Hoadley stated the need to show young people the real value of reading. Rader suggested that librarians can build community coalitions to develop

librarian at the University of the North in Transvaal, South Africa, Mabudafhasi was arrested for political activity in 1986 and has been detained in prison without charge or trial for some two years, according to the resolution brought to Council by the ALA International Relations Committee.

- that ALA support the April 9 March for Women's Equality in Washington, D.C., designating the Committee on the Status of Women in Librarianship as coordinator of an ALA delegation in the march (CD 29).

- that ALA adopt, as policy, opposition to mandatory AIDS screening of library employees, that it communicate this policy widely, designate which ALA office will provide information to employees seeking assistance in opposing the screening, and advocate employee assistance and other educational programs as the best way for library employers to respond to performance deficiencies due to AIDS (CD 22).

- that 1990 be declared the Year of the Library Trustee, and that ALA publicize the year and its programs in coordination with the ALA American Library Trustee Association, celebrating its centennial in 1990.

- that ALA join the Alliance for Better Child Care to demonstrate its support for pending Better Child Care legislation and

funding for more child care facilities, whereas "the lack of child-care facilities has led self-care children to use public libraries in lieu of after-school child care. . . ." (CD 24).

- to refer to the Committee on Organization a resolution to establish an ALA Committee on Library Statistics, for purposes of better coordination and visibility for this activity; COO will consult with ALA groups concerned with statistics and report at Annual Conference (CD 25).

- to hold an information session for Membership at each Annual Conference, wherein members may review with Council and Executive Board ALA actions during the year; to make all appropriate Council and Ex. Bd. documents available to any member at Mid-winter and Annual meetings.

- to congratulate ALA Washington Office Director Eileen Cooke on her 25th anniversary with ALA (CD 45).

### The legislation group

Passed in one block without discussion of individual resolutions were the following items brought by the Committee on Legislation:

- that ALA support reauthorization of the Library Services and Construction Act (LSCA) as currently focused [as opposed to a

new legislative focus proposed by the Reagan Administration—Ed.], with fine-tuning as needed, and that extensive changes in its focus be predicated on consensus of the library community and the second White House Conference on Library and Information Services (WHCLIS II) (CD 34).

- that ALA urge the House and Senate Appropriation Committees to appropriate during 1989 the authorized and required \$6 million for WHCLIS II so that state and local activities may proceed (CD 35).

- that ALA encourage cooperation among youth librarians to ensure that youth concerns are represented at all levels of WHCLIS activity and by delegates to WHCLIS II (CD 36).

- that ALA urge federal agencies to follow the clear intent of Congress in waiving fees for Freedom of Information Act (FOIA) requests from information disseminators, including libraries, reversing an "egregious" misinterpretation by which some agencies exclude libraries. Also, that ALA recommend Congressional action should the agencies continue to charge fees for library requests (CD 38).

- that ALA urge Congress to designate federal libraries and information centers as "inherently governmental functions," not

**CAUCUSING** for a "coherent political philosophy" are Councilors (from l.) Linda Pierce, Judith Sessions, Herbert Biblo, Cesar Cabalero, Mary Biblo, Carla Stoffle, Patricia Schuman, Maurice Freedman, and John Sheridan. (See story, p. 254.)



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readers and use marketing techniques to bring children into libraries. Bingham urged librarians to keep the focus on children high on the agenda in the next decade, but added "we've got to see that there is access to something worth reading."

Challenged to promise to name youth librarians to 30 percent of their committee appointments, the candidates avoided tying themselves down. "Promises one can make can only go so far," said Rader, although she called children's librarianship "more important than any other." Rader expressed a desire to open up the Association to members who have not been involved, and to see more minority members on important committees.

Dougherty said he didn't believe in making committee appointments "by the num-

bers," but by finding the best individuals. Hoadley also said it "wouldn't be smart" to make such a promise, but gave assurance that all parts of the Association would be represented in her appointments.

Bingham said she agreed to run as a petition candidate because of pressure from members who wanted to see more youth-services representation in ALA leadership. "There needs to be youth input in that one voice" that ALA speaks with, she said.

Moving away from youth issues, the candidates turned to the search for a new ALA executive director. When asked what personal qualities she'd like to see in the executive director, Bingham said she'd like someone responsive to the personal side of library needs, recognizing "that while we are high-tech, we are also high-touch." She

(Council, continued)

subject to contracting out (CD 39).

- that ALA urge appropriate members of government to control expenditures in ways other than cutting back on federal library acquisitions, which adversely affects the nation's well-being and security. [In 1988, the Defense Department placed a moratorium on purchase of materials for its libraries.] (CD 40).

- that ALA, to ensure dissemination of government publications to depository libraries and access to publications through the GPO *Monthly Catalog*, urge Congress to carefully weigh agency exemptions from GPO printing and distribution requirements, and to allow no exemptions from *Monthly Catalog* listing requirements under the law (CD 41).

- that ALA urge Congress to immediately hold hearings on the possibly restrictive OMB Circulars A-3 and A-130, "Management of Federal Information Resources," and to assure a government-wide electronic information policy guaranteeing dissemination through the Depository Library Program for equal and ready access to federal government electronic information products. (CD 42).

- that ALA urge the Environmental Protection Agency to make the new Toxic Release Inventory available to citizens through the Depository Library Program, whereas the database will provide communities with information on the local use and disposal of toxic materials, and law requires that the database be made widely accessible to the general public; also that ALA work with appropriate groups toward training in the use of the base, fee waivers for library use, and publicizing of the database's availability (CD 43).

- to accept an interim report from the Legislation Committee concerning the National Commission on Libraries and Information Science (NCLIS), recommending that a com-

mittee member monitor three or four NCLIS meetings a year (CD 44). Ex. Bd. later funded the recommendation.

## Reports to Council

Among the reports made to ALA Council during the Midwinter Meeting were the following:

**Executive Director.** "Overall, the news from 50 East Huron is very good," ALA Executive Director Thomas Galvin told Council in his Midwinter report. Citing membership growth, member participation, financial strength, and program expansion, Galvin offered a crowded Council II proof of ALA's "organizational vitality," and a caution about the cost of success.

Total membership increased 5% to more than 47,000, and has grown 12% since 1985. Membership in 10 of 11 divisions also increased, to over 53,000. "Over the last three years," he noted, "ALA has set new records for registration and participation in both Midwinter and Annual Conferences," adding that exhibits had outgrown the Sheraton Washington and that Midwinter 1993 would require booking the city's Convention Center.

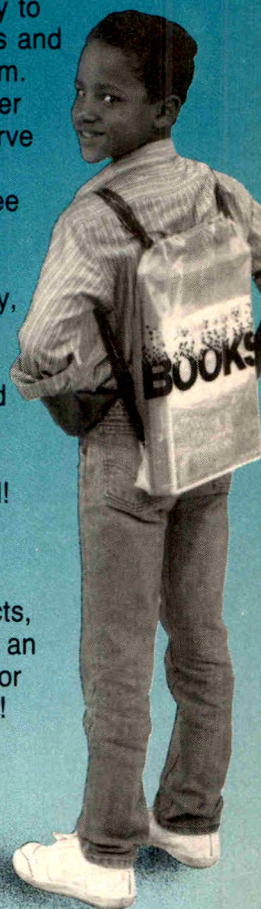
Financial 1988 was "spectacularly successful," Galvin said, citing a \$1 million excess of revenues over expenses, the early repayment of the \$1.2 million loan that helped finance the Huron Plaza building, and the eradication of a \$1 million General Fund deficit. "By the close of the current fiscal year, the General Fund should show a positive balance for the first time in many years," said an obviously pleased Galvin.

Publications, conferences, and collaborations highlighted Galvin's report on programs. New publications included the consolidated *Anglo-American Cataloging Rules*, the third edition of *Books for College Libraries*, and *Information Power*, the first revision of school-library media program guidelines in more

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### Midwinter report

also suggested "someone who can market libraries and librarianship."

To that, Dougherty said, he would add a leader who is committed to the profession and can represent us in venues where we have traditionally been represented, as well as someone who can run such a complex organization as ALA. Hoadley said the executive director should be a librarian and a leader, and a person who understands the communication process beyond the profession. Rader specified a politician, a "peacemaker-unifier," a potential leader in international concerns, and someone who could market the profession.

Questioned about the provision in ALA's draft operating agreement making smaller divisions eligible for a subsidy from the Association, Bingham called it "a posi-

tive response to...endangered divisions" and voiced a need to support existing units. Hoadley also supported the provision, but felt there should be some limit to the amount of support extended; she said ALA might need a "sunset law" to periodically evaluate the need for individual units. Dougherty and Rader also expressed general support for the intent of the operating agreement.

### A few final remarks

In the final forum the candidates were asked to suggest ways to make Council and Executive Board more effective. Rader proposed a restructuring of ALA, as well as better communications. Bingham said that the bodies must develop an awareness of the concerns of the rank-and-file member-

ship. Dougherty cited the president's role in facilitating the work of the Executive Board, and said that he favors "macro" management techniques. Hoadley's suggestions: Do away with oral committee reports and reduce the ceremonies at Council meetings.

In response to a two-part question—Is ALA statistically representative of its potential membership; and does the president have the responsibility to respond to *all* librarians, or just the membership?—Bingham said she assumed that ALA's membership was as representative as most professional organizations, and that she felt "the goals statement of ALA...does not limit us only to ALA members."

With 47,000 members, said Dougherty, ALA is "probably a fairly representative

(Council, continued.)

than a decade. Many ALA units, he stated, found exciting ways to deliver continuing education to members, including national divisional conferences, *American Libraries'* continuing-education tutorials, and a record number of Library Administration and Management regional institutes.

Collaborations with New York PL, the Smithsonian, and the National Endowment for the Humanities will enable libraries across the U.S. to host important traveling exhibits on Printing and the French Revolution and Columbus' Voyages to the New World.

But, he cautioned, ALA's very success has greatly increased staff workloads and may be eroding staff morale. Management, he promised, would work closely with the Executive Board, ALA's Personnel Office, and Staff Association to assure that "insofar as is possible, the staff does have adequate resources to deal with their expanding responsibilities."

**Treasurer.** Carla J. Stoffle reported at length to Council on Jan. 9. Brief notes below highlight analytical comments; figures will be summarized in ALA's forthcoming *Annual Report*; requests for specific information may be directed to the treasurer or ALA Executive Office.

Treasurer Stoffle's picture of Association finances offered assurances of ALA's solvency, but raised questions about how "we are earning and spending our money—and how our current financial policies impact our programs and activities."

She reiterated some concerns of her predecessor, Patricia Schuman, such as the complexity of ALA's 13,000 accounts, and "erosion" in the proportion of spending for non-revenue-generating program units in comparison to revenue-generating activities, such as graphics and publishing.

These concerns remain, she said, though on the plus side in 1988, ALA repaid its loan



**Barbara Williams-Jenkins gives Minority Concerns Committee report (AL, Feb., 104).**

from the Endowment, virtually eliminated the General Fund deficit, increased revenues 21 percent and expenditures only 18 percent, improved its cash position by almost \$900,000, and increased its net worth by 17 percent.

Still worrisome, however, is the generation of large revenues each year through market-driven activities such as publishing, graphics, and conferences with minimum net profit gain—possibly eroding the resources devoted to value-driven program activities.

Stoffle said that the current fiscal management systems make it impossible to directly measure expenses against revenues for a given activity—for example, conferences. She pledged to pursue the quest for this information.

Among other concerns, she cited disproportionate growth in administrative costs, a small safety net against inflation or downturns in the economy, and the need to achieve a balance between the fiscal needs of the divisions and the health of the general Association.

During her four-year term, she said, she will raise such questions as: What should our dues pay for? What percentage of our revenues should be dues? Are all revenues of equal value or do some have a greater importance?

"There are no easy answers," she said. "We must all work together...to make sound decisions."

**Intellectual Freedom Committee.** Chair C. James Schmidt reported on the IFC's involvement in two pieces of federal legislation during the fall: the Child Protection and Obscenity Enforcement Act, which passed Congress in modified form, and the Video and Library Privacy Protection Act, which passed as a video-only bill after the IFC withdrew its support (AL, Dec. 1988, p. 919).

The IFC is working on a Library Bill of Rights interpretation on access by minors to videotapes in libraries, to be presented for Council approval at Annual Conference in Dallas. The committee is also reviewing all 12 Library Bill of Rights interpretations for possible updating and other changes, and will report on the review in Dallas.



**C. James Schmidt**

**The Freedom to Read Foundation** is making plans for its 20th anniversary celebration at Annual Conference in Dallas. In addition, reported President Robert S. Peck, the FTRF has appointed a "Third Decade Committee" to engage in long-range planning aimed at increasing its level of activities.

Recent litigation in which the FTRF has been involved includes *American Booksellers Association v. Commonwealth of Virginia*, challenging a "harmful-to-minors" law; a lawsuit against the Child Protection and Obscenity Enforcement Act passed by Congress in the last session; and an action challenging a Bellingham, Wash., ordinance that makes pornography actionable as a violation of women's civil rights.

sample"; if not, he added, the underrepresentation is "probably at the junior end." He pointed out that librarians who are not members benefit from ALA activities.

Hoadley, however, felt ALA was not representative of the field at large, citing the large number of academic librarians in comparison to youth librarians; even so, she said, ALA should represent all librarians on major issues. Rader pointed out

that many librarians feel they can't afford to participate in ALA because of the cost of dues and travel to conferences; "That's why we have to strengthen our chapters," she added.

The four forums gave members attending Midwinter ample opportunity to grill the candidates, although by the third gathering Hoadley said the campaign process was beginning to remind her of the drawn-

out system of national presidential primaries.

Rader cited another trait shared by the U.S. and ALA presidential elections: low voter turnout. She pointed out that only some 25 percent of ALA members bother to cast a ballot. It remains to be seen if the high visibility of the candidates at Midwinter increases this year's membership response. (Midwinter cont. on p. 254.)

## Executive Board

In meetings Jan. 7, 9, 10, and 12, the ALA Executive Board endorsed a number of resolutions headed for Council and acted on the items below, among others. Present were President F. William Summers, President-elect Patricia Wilson Berger, Past President Margaret Chisholm, Treasurer Carla J. Stoffle, Executive Director Thomas J. Galvin, and Margaret L. Crist, Patricia G. Schuman, Regina Minudri, Duane F. Johnson, Robert D. Stueart, Lucille C. Thomas, J. Dennis Day, and Sharon A. Hogan. Newly elected members Judith A. Sessions and Ann K. Symons attended on Jan. 12. The Board:

- Recommended that ALA membership dues remain as they are, and that Council take no dues action at this meeting, unless Council objects [it did not—Ed.], with the understanding that dues will remain at the 1989 level (EB 55).

- Approved the American Association of School Librarians' proposal to hold a national conference Oct. 21–25, 1992, in Baltimore. The dates were chosen to avoid conflicts with state associations, a sensitive point in national-conference scheduling (EB 47).

- Discussed the key elements of a draft operating agreement between ALA and its membership divisions, as presented in a Council report from the Committee on Program Evaluation and Support. The agreement is expected to come before Council in Dallas. The Board discussed with special concern "the future of divisions with a small revenue or membership base." The draft notes, in effect, that ALA could help a struggling division deliver its services for a year, if necessary, if such help is "a result of a well planned process that is an integral part of the budget process" (CD 11).

- Heard from Nancy Kranich on a Jan. 6 forum sponsored by the Coalition on Government Information and drawing some 200 participants representing ALA and about 60 other groups. Library issues were central to the discussions, Kranich reported, as they will be on Freedom of Information Day, March 16. An educational project for the librarian's role in access to government information will come before the Board soon for an OK allowing outside funding to be sought.

- Heard ALA International Relations Com-



*Executive Board members bask in the glow of video lights as they are taped for a presentation on "ALA at Work." Board meetings are usually attended by some three or four representatives of the library press and another 15–30 observers.*

mittee Chair E.J. Josey report on, among other items, an International Relations Planning Meeting held Nov. 18–20 in Chicago. A small group of members committed to international relations set out to reassess the role of such relations within ALA and plan a strategy for identification of that role within ALA's priorities, ultimately to achieve funding for program beyond the capabilities of one membership committee and round table. A White Paper developed after the meeting proposes an International Relations Office at ALA. The last such office was closed in 1982. Though ALA members have ranked international relations at the lower end of program priorities, the supporters of a new office feel that ALA's international activities do actually encompass the highest priorities: intellectual freedom, human rights, information access, and bibliographic standards, among them. The supporters hope to launch an educational program to bring these matters to the attention of members. [Josey also reported to Council; AL will present brief portions of the White Paper arguments in a forthcoming issue. Copies of the draft White Paper are available from Robert P. Doyle at ALA Headquarters.—Ed.]

- Considered the report of the ALTA/PLA Public Library Trusteeship Committee, concerning a joint development fund in which ALA has \$219,000 invested. Technicalities have slowed the fund's divestment of South African-connected investments, and the Board recommended that such divestments be made by June, after which fund members would be advised to withdraw (EB 56). ALA's portion is in a government-security fund,

which is South African-free.

- Agreed formally that ALA's Endowment Fund Development Campaign be targeted toward raising funds for the endowment—the income from which would be for flexible programmatic initiatives that will benefit libraries and librarianship.

- Endorsed the Legislation Committee's recommendation that an ALA member monitor National Commission on Library and Information Science (NCLIS) meetings [which the Council later passed. One dissenter, Duane Johnson, called this response to recent differences with NCLIS "a small, peevish, paranoid reaction that is a bit excessive—an alternative to a good rational analysis of documents and other resources."—Ed.]

- Approved the nomination of Robert Wedgeworth to an additional term on the executive board of the International Federation of Library Associations and Institutions.

- Heard reports noting that recruitment and hiring of minority professionals has improved at ALA Headquarters (EB 63); that the Publishing Committee challenges the high increase in Publishing Services overhead costs and is displeased with comments at Midwinter possibly misinterpreting Publishing's performance, and will offer an "equal-time" report in spring (EB 60); and that a report on the ALA elections process is evolving and will be ready in 1991.

- Scheduled a special meeting Jan. 30–31 at Simmons College, Boston, to define the Board's role and concerns in recruiting and hiring a new executive director.

## "Policy-issues" caucus sways Council vote

At what he called an "informal social-issues discussion forum," Francis Buckley and a dozen other members of Council caucused for nearly an hour following the Jan. 8 Council session. Councilor-at-large Herb Biblo, who ran the meeting, stated that a coherent political philosophy was the caucus objective.

Most participants agreed with Patricia Schuman, ALA past treasurer, who called for setting an agenda that will "advance causes near to our hearts—such as keeping fees for library service from creeping into Council resolutions."

Current ALA treasurer Carla Stoffle called for an immediate strategy to head off acceptance of the Planning Committee documents scheduled to come before Council the following day. To ensure that proposals for funding are membership-initiated, she said, "we have to remind [ALA Headquarters] staff that this is a member-driven organization. Staff should not be in competition with membership for funds."

The strategy worked. At Council II Jan. 10, the caucus members persuaded Council

to refer the Planning Committee document to the treasurer and president-elect for examination and policy comparison.

## Griffen, Symons, Sessions elected to Executive Board

From a field of 10 candidates, Council elected three of its members to terms on the ALA Executive Board. From Alaska, Maryland, and Ohio, respectively, are new Board Members Anne K. Symons (4-1/2-year term, 1989-93), Agnes M. Griffen (4-



New Board members are Anne K. Symons (l.), Judith Sessions (r.), and Agnes Griffen. (AL's photo of Griffen, alas, was damaged in development, but see p. 662, Sept. '88.)

yr. term, 1989-93), and Judith A. Sessions (1-1/2-yr. unexpired term, 1989-90).

Symons, who directs the Juneau-Douglas High School Library, has been active in the American Association of School Librarians. Griffen, director of the Montgomery County Dept. of Libraries, is chair of the Committee on Program Evaluation and Support (COPES), among other activities; Sessions, who has served several divisions as an officer, is dean and university librarian, Miami (Ohio) University Libraries.

Those nominated but not elected were Richard G. Akeroyd, Francis J. Buckley, June M. Garcia, Maurice J. Freedman, Herbert Biblo, Marilyn Gell Mason, and J. Linda Williams.

## More jobs, more seekers

As in 1988, Midwinter's Placement Center, a service of ALA's Office for Library Personnel Resources, attracted more job listings than candidates—495 applicants applied for 659 positions. Both figures exceeded tallies for the previous three Midwinter meetings.

The user-services category (children, young adults, outreach, extension, bookmobile, BI, circulation) again recorded the largest gap: 41 applicants for 137 positions. Technical services openings numbered 114.5, and attracted 73 job seekers.

Only academic library administration, reference and subject specialization (including information & referral and collection development), and special materials (including maps, rare books, AV, and preservation) drew more applicants than positions. Greatest activity—187 applicants for 158.5 positions—occurred in the reference/subject specialization category.

## Etzioni argues for ethics, challenges individualism

"Moral commitments are not inborn; we are introduced to humanness," said Amitai Etzioni, featured speaker at the Midwinter President's Program Jan. 8. In a speech that must have made Ayn Rand roll over in her grave, Etzioni argued convincingly that a society composed of "nothing but a bunch of individuals" is a society in big trouble. "The preservation of liberty," he said, "does not lead us to 250 million individuals but to 250 million Americans, people who are together in communities, families, and associations, combining to protect each other and to discharge our moral commitments." ■

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ALA president F. William Summers explained in his introduction to the program: "Etzioni's view that values exist apart from the marketplace is consistent with our professional belief that information and information services are not simply commodities to be bought and sold by market forces."

Etzioni applauded the library profession for its part in the development of ethical and moral values essential to democracy. In response to a question from the audience regarding moral impact versus economic efficiency, he said, "We're lost when we measure by that which can be *easily* measured. The criteria should drive the measurement, not vice versa."

In connection with Etzioni's "ethical basis for telling the truth," one audience member presented a challenging quandary: Suppose you are at a wedding and the bride is ugly. Should you tell the truth? Should you go up to the bride and tell her she's ugly?

"It's the classic excuse used to avoid teaching ethics," Etzioni replied. "The key question is always for whose benefit is the lie. Besides," he added, "if the bride is ugly, why don't you just tell her that her dress is lovely?"

Amitai Etzioni is the author of 14 books in the social sciences, including *The Moral Dimension: Toward a New Economics*, his most recent title. He served as senior advisor in the White House in 1979-80.

## Black studies librarians seek remedy for o.p. dilemma

"It sounds like we need a clearing-house," said Clarence Chisholm, chair of the Black Studies Librarians Discussion Group. He was responding to an avalanche of information and concerns, as participants discussed the recurring unavailability of many books essential to black studies programs.

Co-chair Gloria Smith noted that black studies curriculums have to be constantly altered, based on which titles are in print. She said, "Sometimes I even have to be a detective, to prove to booksellers that a book exists. I get devious. I go to conferences to get a copy, then take it in and say, 'See—the book exists.'"

Barbara Hunt, library research director for the University of Mississippi's "Afro-American Novel Project," announced that the university has successfully negotiated with three university presses to reprint several titles of significance to the project. In attempting to compile an exhaustive bibliography of African-American fiction and



Barbara Hunt (left) discusses the Afro-American Novel Project with Northwestern University's Kathleen Bethel.

to collect copies of all the books listed, project staff have been hampered by the unavailability of many titles. Hunt invited interested librarians to write her c/o the University of Mississippi Library, POB 352, University, MS 38677.

Can librarians influence what gets published and what stays in print? The group decided that the urgency of the problem should make it their central topic at the Annual Conference in Dallas. Their goal is to uncover ways librarians can reach publishers and bring to their attention markets they seem to ignore. It was noted that no publisher has ever purchased the ALA Black Caucus mailing list. To further their goals, members voted to begin the process of turning the discussion group into a round table.

## Information literacy: campaign pattern takes shape at MW

Information literacy may be a "hot button" term of the '90s in librarianship, education, and beyond.

The ALA Presidential Committee on Information Literacy, charged in 1987 with defining information literacy within the higher literacies, released its final report Jan. 10, detailing the importance of information literacy—the ability to find, analyze, and use information—and recommending educational reforms and new roles for libraries.

Chaired with near-missionary zeal by tireless Pat Breivik, director of the University of Colorado/Denver Auraria Library, the committee included government and education leaders as well as librarians. As a

result, an ALA-inspired Coalition for Information Literacy has been founded. The American Association of Colleges for Teacher Education, American Association of School Administrators, the National Education Association's Mastery in Learning Project, and the Education Commission of the States (with ALA) are founding members.

Recommendations from the report include:

- A reconsideration of how information is defined, organized, and accessed.
- The formation of the Coalition.
- More research to understand how information can be effectively managed to meet educational and societal needs.
- A "climate conducive to students' becoming information literate," overseen by governing bodies of public and higher education.
- Modified teacher education and performance expectations to transform teachers into learning facilitators rather than dispensers of prepackaged information.
- Promotion of information literacy awareness through the upcoming White House Conference on Library and Infor-

## Journals out-pull George

Even President-elect George Bush's arrival and a media stampede just outside a Hilton meeting room didn't distract some 125 librarians intent on hearing journal publishers speak about pricing practices.

The program, a Resources and Technical Services Division forum chaired by Columbia library school Dean Robert Wedgeworth, featured principals from three leading scholarly journal publishers.

Butterworth CEO Gordon Graham, affable and forthright, said his presence had more to do with enjoying speaking with librarians than deep insights into pricing policies. A.F. Spilhaus, Jr., executive director of the American Geophysical Union, a prominent not-for-profit scholarly journal publisher, and Charles Ellis, vice president of John Wiley, also made presentations.

The explanations and justifications offered by the publishers were old news to veteran serials librarians present. As a speaker mentioned currency fluctuations or costs of transatlantic air freight, murmured counter-arguments could be heard in the audience. There wasn't much said that was new. But as Wedgeworth noted, the gathering's purpose was to educate panel members to journal pricing issues confronting RTSD's Economics of Access to Library Services Forum.

mation Services.

Breivik, who described the committee's work as the "most exciting experience of my career," (*AL*, Dec. 1988, p. 1011), and George Washington University Librarian Sharon J. Rogers, also a committee member, enticed a who's who of librarianship to a Midwinter reception to meet the committee's non-librarian members and strengthen the Coalition.

Reached in North Carolina as *AL* went to press, Breivik explained that she was attending regional economic development planning sessions that bring together librarians, business leaders, and economic development experts, and promised further dispatches in April.

Additional information on the information literacy program is available through ALA's Public Information Office.

## IRS pledges cooperation in library distribution of forms

Deputy Assistant Commissioner Orion Birdsall and several other representatives of the U.S. Internal Revenue Service met Jan.

9 with members of the Public Library Association Advisory Committee on Tax Form Distribution. The one-hour summit meeting at IRS headquarters on Constitution Avenue was aimed at solutions for growing problems connected with tax form distribution at public libraries throughout the country.

In a Jan. 8 preparatory meeting, the committee had concluded that most library grievances, particularly those related to the timely shipment of forms, resulted from a lack of cooperation from local IRS offices. Birdsall suggested a permanent liaison with the IRS Taxpayer Services Division. He told the committee that local offices were beyond the auspices of the Banks, Post Offices, and Libraries Division, with which the committee had been working. He also promised that a representative from Taxpayer Services would speak at the Annual Conference in Dallas.

The Advisory Committee on Tax Form Distribution was established in 1987, after a number of libraries dropped out of the tax forms program and it became apparent that many others were on the verge of doing so. Committee chair Toni Garvey of the



**GAY AND LESBIAN TASK FORCE** co-chairs Vincent Menotti and Helen Katherine Hill formulate plans for GLTF's 20th anniversary in 1990. Instances of being treated as "professionally invisible" were among the group's discussion topics at Midwinter. During a debate over which candidate for ALA president the task force should endorse, one member quipped sardonically, "Let's see which one we can get to say 'gay and lesbian' without flinching."

Loudoun County (Va.) Public Library says the IRS representatives were "very receptive to our concerns. After all, the program saves the IRS a lot of money."

## Information legislation: Asking the tough questions

Two recent government-sponsored reports were on the agenda at a Saturday-morning legislative workshop held by ALA's Legislation Committee.

Project director Fred Wood described the Congressional Office of Technology Assessment's *Informing the Nation: Federal Information Dissemination in an Electronic Age* as an "objective, nonpartisan study reflecting all points of view." The report describes opportunities for the Government Printing Office, the National Technical Information Service, and other agencies to use technological advances to improve the dissemination of information.

Wood raised four important questions that he said should be "top priority" for the new administration and Congress: Are we as a nation going to take advantage of the window of opportunity for technology-enhanced information dissemination? Are we going to reaffirm our commitment to public access as the first priority of public information policy? Are we going to permit and encourage our government agencies to participate in electronic formats? And are we going to give information-dissemination a high priority in federal agency automation?

*Informing the Nation* is available for \$14 from the Superintendent of Documents, Government Printing Office, Washington,

DC 20402-9325 (GPO stock no. 052-003-01130-1). A 20-page summary of the report is free from the Office of Technology Assessment, U.S. Congress, Washington, DC 20510-8025.

Pat Molholt of Rensselaer Polytechnic Institute discussed a report on library networking that she prepared for the Department of Education's Office of Library Programs (OLP). In it, she examines the status of networking today and proposes an enhanced leadership role for OLP. The report recommends that OLP: revise the regulations for LSCA grants to require recipients to meet networking standards; participate in the development of standards; work with the Library of Congress to foster discussions; establish research in telecommunications networks as a priority for HEA Title II grants; and develop a networking advisory committee. Copies of the report are available at no charge from the Office of Library Programs, U.S. Department of Education, 555 New Jersey Ave., N.W., Washington, DC 20208-1630.

### Self-proclaimed bureaucrat at GPO

That afternoon the focus on Washington continued as the Legislation Committee presented its Information Update. Joseph Jennifer, who became Acting Pub-

lic Printer of the U.S. following Ralph E. Kennickell's resignation late last year (*AL*, Jan., p. 8), described himself as a bureaucrat, unlike the politicians who usually hold the office. The Government Printing Office is in a period of transition, said Jennifer, with electronic dissemination "coming at us full-force." The GPO's congressional oversight committees recently gave the agency the go-ahead to use CD-ROM, he announced, and a test project is now underway.

Orlando Potter, legislative assistant to Sen. Claiborne Pell (D-R.I.), spoke on the joint resolution establishing a national permanent-paper policy that was introduced by Sen. Pell late in the last Congress. The legislation was reintroduced in early February (p. 184).

Other speakers were ALA Washington Office Director Eileen Cooke, on the outlook for library funding from the 101st Congress; OLP's Anne Mathews, on federal library programs; Susan Martin, executive director of the National Commission on Libraries and Information Science, on NCLIS activities and the upcoming White House Conference; and Ellen Hahn of the Library of Congress, on the recommendations of LC's Management and Planning Committee.

## At the exhibits: stylish systems and a venture

The once-ample Sheraton exhibits halls overflowed with librarians, exhibitors, and displays. A record 2,702 representatives of 281 vendors staffed 464 booths, prompting ALA Executive Director Tom Galvin to tell Council the Washington Convention Center will have to be booked for Midwinter 1993.

Exhibit goers risked disorientation—from the labyrinthine connections between rooms, the dizzying economics, and the vast array of products and services on display.

The tilt toward technology increases steadily. Although publishers were numerous and children's-literature specialists and furniture fans had much to view, phalanxed monitors seemed the most common sight.

Cursors caroming across screens, menus and help displays scrolling by as earnest reps extolled system virtues, and spectral diffractions of compact discs threatened sensory overload. It wasn't the ideal environment for signing a check for a big-ticket system, but it was perfect for comparison window shopping. Herewith, one hurried reporter's impressions of some interesting systems—and a new . . . venture.

### Major player

Unisys' PALS integrated online system is quick. Based on software developed at Mankato (Minn.) State University, and now used by the state's university system, PALS demonstrated speedy response times in searching a union catalog serving some 30 libraries. Searches by author, title, subject, term, discreet identifiers such as ISBN and LC card numbers, and Boolean operators, are possible using predictable two-letter mnemonics. Screen displays are clean and uncluttered. Circulation, acquisitions, serials control, and interlibrary loan modules complete the system. PALS, with the strength of major-player Unisys behind it, looks like a system worth considering for a library or a consortium with more than 100,000 unique titles.

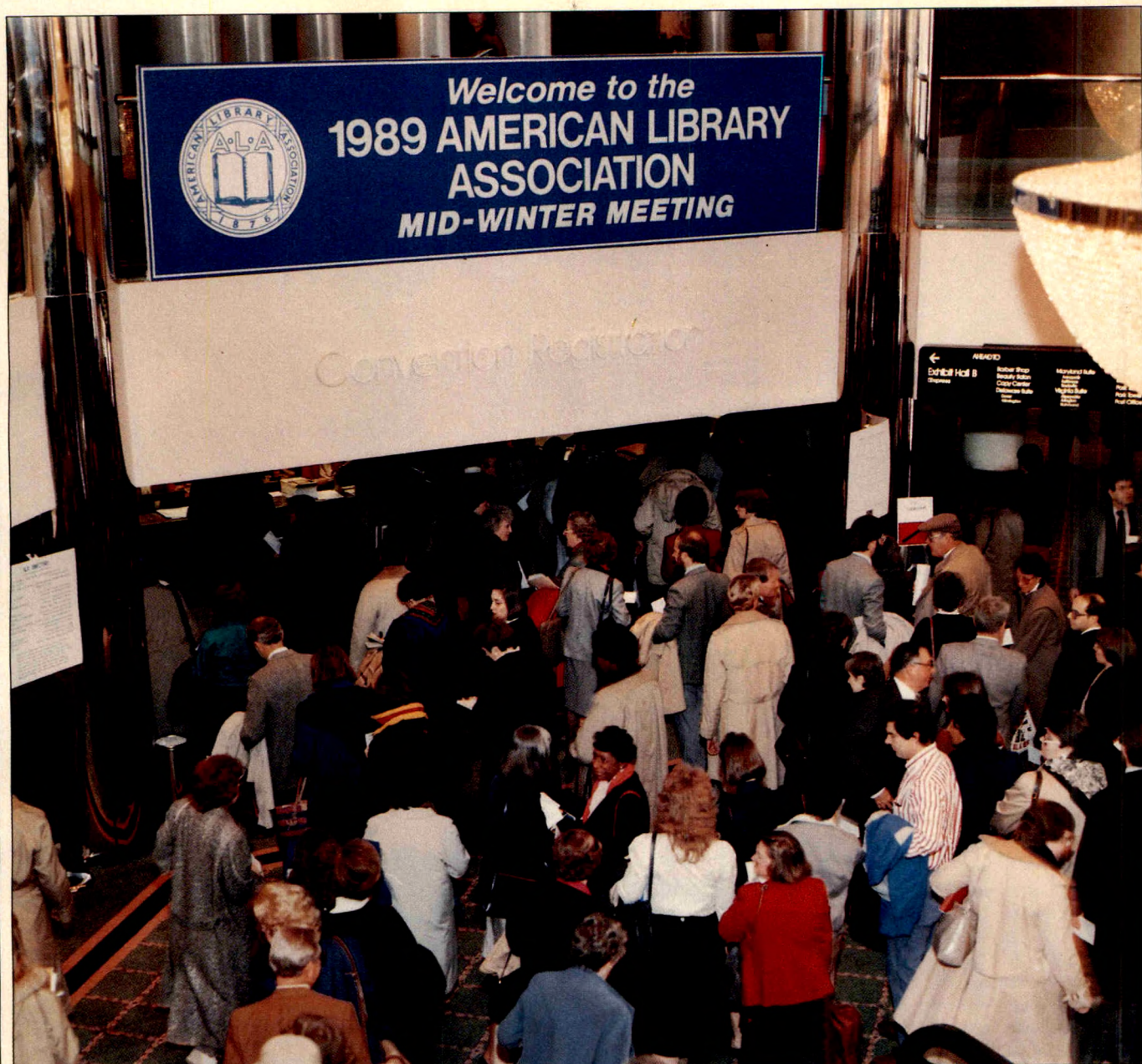
### Far from the glitz

Staid, 50-year-old UMI, chose a staid Sheraton suite far from the bustle and glitz to unveil an exciting CD-ROM full-text imaging system that allows users to call up journal page images on a high-resolution monitor and reproduce them on a laser printer. The resulting image looks like a reasonably good photocopy.

The database, called Business Periodicals Ondisc, links the ABI/INFORM index with full text of some 300 high-use



**HUMAN-COMPUTER INTERFACE** can be warm, whacky, and weird—and it all happens in the course of an ALA trade show, where thousands of librarians seek a fast and friendly relationship with a terminal.



"What are all these people doing here?" President Summers joked about the record crowds entering Midwinter's exhibits.

titles covering 55% of all ABI/INFORM records for 1988 and 1989. The hardware platform is an 80386 microcomputer with two CD-ROM drives.

Shades of Vannevar Bush's memex! The command structure is so intuitive that my first search (sans sales rep) was successful before I found a help key. A second search, Boolean, came up empty but a rep quickly found my syntactic error. Sophisticated systems—and UMI's is one—are usually harder to learn. This one could become beloved by librarians and end users alike.

#### Uncommon knowledge

At this point, CommonKnowledge is more an idea than a system. "A public do-

main information utility to marshal the creation, gathering, and safeguarding of access information by librarians," said Executive Director Kathryn Roewer.

The brainchild of Brower Murphy, Library Corporation board chairman, CommonKnowledge's goal is to build publicly owned mechanisms to access information. Members of the not-for-profit CommonKnowledge corporation will share machine-readable, non-copyrighted bibliographic and holdings data. Data entry will be structured and data quality tests will be conducted by peer members. Boards will be formed to oversee these and other aspects of the organization.

CommonKnowledge's first product, the Universal Index Version 0.1, is a CD-ROM

disc containing the LC catalog of English-language works published in 1984–1988. The disc, which also contains a 10-minute sound tutorial and user software, is available for \$100. Annual membership for a library is also \$100.

Roewer told *AL* that presently CommonKnowledge can't supply hardware but certifies that the Universal Index will run on all 640K Bibliofile hardware. Additional hardware will be certified soon.

Is CommonKnowledge a "people's" OCLC? Future versions of the Universal Index may include MARC data, ordering information, book review locations, periodical indexes, and in-depth cataloging. Stay tuned.

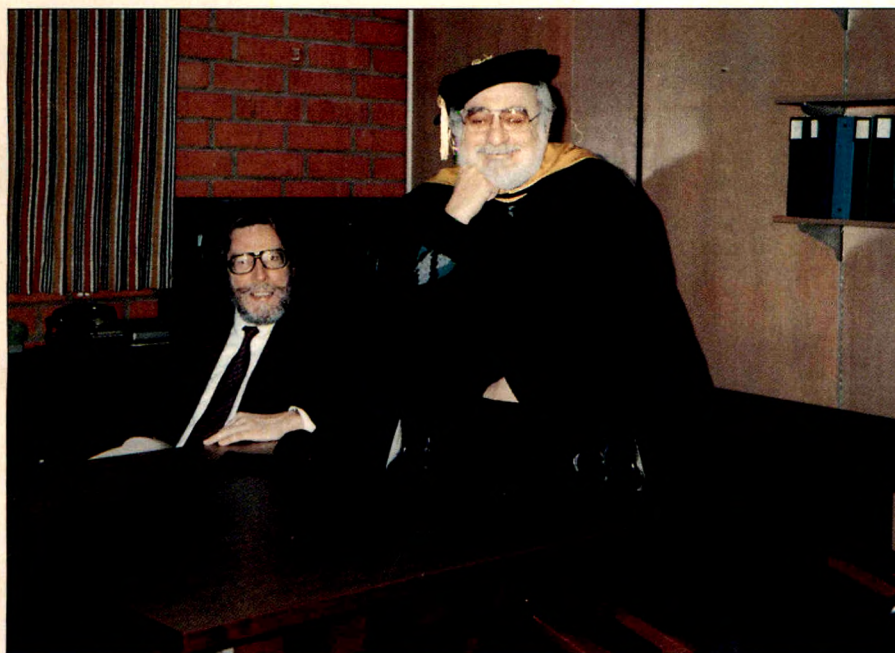
—T.G.

(Continued on next page)



THE GLAMOUR of a Midwinter Meeting is usually limited to the Newbery-Caldecott Press Conference, an exciting event for members of the sponsoring Association for Library Service to Children and the Caldecott (at right, bottom) and Newbery Committees. But when Midwinter takes place in the nation's capital, some ALA members get to hoist a cocktail in high places. Above, as James Madison looks on from his pedestal, Betty J. Blackman, Cal. State Univ./ Dominguez Hills university librarian, holds forth at a reception in the Library of Congress Madison Memorial Building. Top right, host James H. Billington, Librarian of Congress, chats with a group that includes Sandy Goldstein, center, a library school student at the University of Michigan. At the glamorous National Press Club headquarters a few days later, some ALA members joined a distinguished audience to hear Billington speak on LC's upcoming national programs, including a plan to reproduce items from the Library in an optical "American Memory" disc that would be widely available. Billington ably responded to a journalist with an unglamorous view of the library profession, who asked: "Will librarians still say shhhh! after computers?" Billington replied, "We'll make the computers say it, so that these wonderful librarians can do the human interactions and lead people through the maze of information."





**Morris Polan** posed contentedly atop his desk before retiring this January as university librarian of California State University/Los Angeles. Polan, who began heading the library in 1963, joined the CSU/Los Angeles library staff in 1955 as periodicals librarian. Ken Ryan, assistant university librarian, looks on.

**Margaret Cochran** now directs Jackson City (Ohio) Public Library. □ The new public information officer for Los Angeles County (Calif.) Public Library is **Sue Cowen**. □ **Jane Craig** now heads reference at Palm Beach County (Fla.) Public Library System's Central Library. □ The new president-elect of the Catholic Library Association is **Rev. Paul J. DeAntoniis**, librarian of Archmere Academy, Claymont, Del. □ Jan. 27 **Leo T. Dinnan** retired as director of Wayne Oakland Library Federation, Wayne, Mich., a post he held since 1971. □ **Robert E. Dugan** now serves as research associate for the National Commission on Libraries and Information Science. □ At Indiana University at Bloomington, **Judith Dye** has been named head of the School of Library and Information Science Library. □ **Rheda Epstein** is now technical services division head for Palm Beach County (Fla.) Public Library System. □ **Peggy Forcier** has been appointed director of Washington County (Oreg.) Cooperative Library Service. □ Feb. 1 **Judith Genesen** became executive director of the American Association of Law Libraries. □ Jan. 3 **Barbara Gercken** began heading the children's department at Barberton (Ohio) Public Library. □ **Belver Griffith**, professor in the College of Information Studies of Drexel University, Philadelphia, Pa., is now also the college's first director of research development. Griffith will coordinate faculty research proposals and help secure sponsors. □ **Elizabeth Hewins** has become instructional services coordinator at the Briscoe Library of the University of Texas Health Science Center at San Antonio. □ **Emma Higgs** now heads the University of Michigan Information and Library

Studies Library, Ann Arbor. □ **Janet Swan Hill**, formerly head of cataloging at Northwestern University Library, Evanston, Ill., has become assistant director for technical services at the University of Colorado Libraries, Boulder. □ At the Mamaroneck (N.Y.) Free Library and Theatre Center **Marcia Hupp** has become children's librarian. □ **Marilyn Irwin** now directs the Office for Information Dissemination in Indiana University at Bloomington's Institute for the Study of Developmental Disabilities. □ At McHenry County College Library, Crystal Lake, Ill., **David L. Johnson** is now associate dean of instruction-learning resources. □ **Thomas Lawrence King** now serves as science reference and map librarian at SUNY/Binghamton's Science Library. □ At the State Library of Iowa **Nancy Lee** has become head of the Iowa Documents Center Library. □ The new director of children's services at Urbana (Ill.) Free Library is **Barbara Lintner**. □ **Ali Mattei-Mejia** has become assistant branch coordinator for Palm Beach County (Fla.) Public Library System. □ **Mary R. McCarl** recently became director of Jefferson County Medical Society/University of Alabama at Birmingham Health Sciences Archives. □ **Lucretia McClure**, medical librarian and associate professor of medical bibliography at the University of Rochester (N.Y.) School of Medicine and Dentistry library, is the new president-elect of the Medical Library Association. □ Jan. 3 **Richard T. Miller, Jr.**, became Montana state librarian. □ **John A. Moorman** recently became executive director of Cumberland Trail Library System, Flora, Ill. □ The new president and CEO of Utlas is **Richard W. Newman**. □ Jan. 1 **Brian**

**Nielsen** became the first assistant university librarian for branch libraries and information services technology at Northwestern University Library, Evanston, Ill. □ **Amy Niswanger** has been named director of Eagle County (Colo.) Public Library. □ At Harvard University **Michael Ochs**, librarian of the Eda Kuhn Loeb Music Library and senior lecturer on music, has become the university's first Richard F. French librarian. □ The new president-elect of the New England Library Association is **Richard Olsen**, library director of Rhode Island College, Providence. □ Jan. 9 **Brenda Pacey** became associate director of Lincoln Trails Libraries System, Champaign, Ill. □ At the University of Illinois at Urbana-Champaign library school **Debra Park** is now assistant to the dean for research and development. □ At the Rhode Island Department of State Library Services **Beth Perry** recently became chief of the Regional Library for the Blind and Physically Handicapped and Outreach Services. Perry last served as Rhode Island state librarian. □ March 31 **Jack Ramsey** will retire as director of libraries for Glendale (Calif.) Public Library, a post he held for some 30 years. □ **Donald L. Ray** is now assistant head, public services, at Mercy College Libraries, Dobbs Ferry, N.Y. □ At Ohio University Libraries, Athens, **Lindsey Reber** has been named research bibliographer for the Southeast Asia Collection. □ Jan. 9 **Mary Lynn Rice-Lively** became library and information science collection librarian at the University of Texas at Austin General Libraries. □ **John V. Richardson, Jr.**, has become associate dean of UCLA library school. □ Dec. 1 **Thomas C. Rick** became assistant archivist of the Evangelical Lutheran Church in America, based in Chicago, Ill. □ At the University of Pittsburgh **Ann Ronchetti** is now English bibliographer. □ The new director of Rochester (N.H.) Public Library is **Tedine J. Roos**. □ **Michael Ryan** is now director for library collections and assistant director of Stanford (Calif.) University Libraries. □ **Steven Silveria** is now supervising librarian of Monterey County (Calif.) Free Libraries' North County Branches. □ **Carolyn Smith** has become networking consultant for Illinois State Library's Library Development Group. □ **Robert P. Stalder** now serves as children's librarian at Lacey (Wash.) Timberland Regional Library. □ **Edward Stockey** now serves as libraries automation officer for Indiana University at Bloomington. □ **Jason R. Stone** has become assistant director of East Brunswick (N.J.) Public Library. □ **Patricia A. Tarin** recently became assistant to the deputy director of the University of Michigan Library, Ann Arbor. □ **Dan Twaddle** recently became automation consultant for Lincoln Trail Libraries System, Champaign, Ill. □ At the University of New Hampshire library, Durham, **Coleen Valente** recently became cataloger/instructor. □ **Sherry Walker** has been named executive director of the Arkansas Library Association. □ Feb. 20 **Donald J. Welsh** became coordinator of reference services at the College of William and Mary Library, Williamsburg, Va. □

# The taxpayer who loved libraries

How one patron's lawsuit led a library  
to a big payoff and a bright future

by Dennis Carrigan

**W**HAT THE LEXINGTON (Ky.) Public Library needed, all agreed, was a hefty increase in funding to pay for a new main building. Lexington had long since outgrown its 18,000-sq.-ft. Carnegie main library, built for \$60,000 in 1902. For director Ron Steensland and his library board, extensive renovations were out of the question. Situated in a small park, the original structure could expand neither upward nor outward, nor could the present site offer sufficient parking.

A new facility was in order, but sufficient funds to build it were unavailable. For the last 20 years, the library had been limited to court-ordered appropriations that barely paid operating costs.

How the money was eventually raised to build that desperately needed new main library is a story that may be unique in the annals of library funding.

## Fighting city hall

In December 1979 library patron Joseph M. Hayse began a taxpayers' class-action suit against the Lexington-Fayette Urban County Government. A researcher for the Commonwealth of Kentucky, Hayse charged the local government with underfunding Lexington Public Library in violation of state law.

Hayse based his suit on a provision of Kentucky statute that requires a community of Lexington's size to appropriate annually to its public library at least 5 cents for every \$100 of the community's assessed property valuation. Since property assess-

ment in Lexington-Fayette County totaled \$4.175 billion in 1979, the annual library appropriation should have been at least \$2.087 million according to this formula. But the local government had appropriated only \$1.226 million to Lexington Public Library for the fiscal year in which Hayse filed suit.

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**For a community of Lexington's size, Hayse concluded, the main library was "pitiful," and all the more difficult to explain or accept given the local tax base. His growing sense that something simply had to be done caused him to seek out attorney William C. Jacobs.**

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## Courage of convictions

What prompted Hayse to act? "The physical plant was atrocious," he declares. Not only was the building too small, but the roof leaked and the wiring was in poor condition. Hayse recalls one particular visit to the main library in the late 1970s, when he was barred from the second floor because of administrative concern about the integrity of certain structural beams.

Hayse compared conditions in Lexington's main library building with childhood memories of Louisville (Ky.) Public Library's handsome central facility, a "joy and a pleasure" to visit. For a community of Lexington's size, Hayse concluded, the main library was "pitiful," and all the

more difficult to explain or accept given the local tax base. His growing sense that something simply had to be done caused him to seek out attorney William C. Jacobs.

## Lawsuit redux

Even before Hayse brought his suit, the issue of Lexington's library funding level had already come to court. In 1968 the library trustees had sued the county government's antecedent, the City of Lexington, over that very issue. As Hayse would later contend, they argued that the city was delinquent in giving the library its rightful 5-cent-per-\$100 minimum funding. Two years later, the court decided for the trustees, only to set aside its ruling within a month so the parties could reach an informal agreement.

In July 1970 the library board and city officials announced an out-of-court settlement. The parties had agreed that the library would receive 2.6 cents per \$100 for 1970 and a tenth of a penny increase annually until 1974, when its appropriation would reach 3 cents per \$100. Remarkably, the court accepted the agreement, though the settlement made no provisions for library funding to reach the 5 cents per \$100 mandated by Kentucky statute. There matters stood until Hayse filed suit.

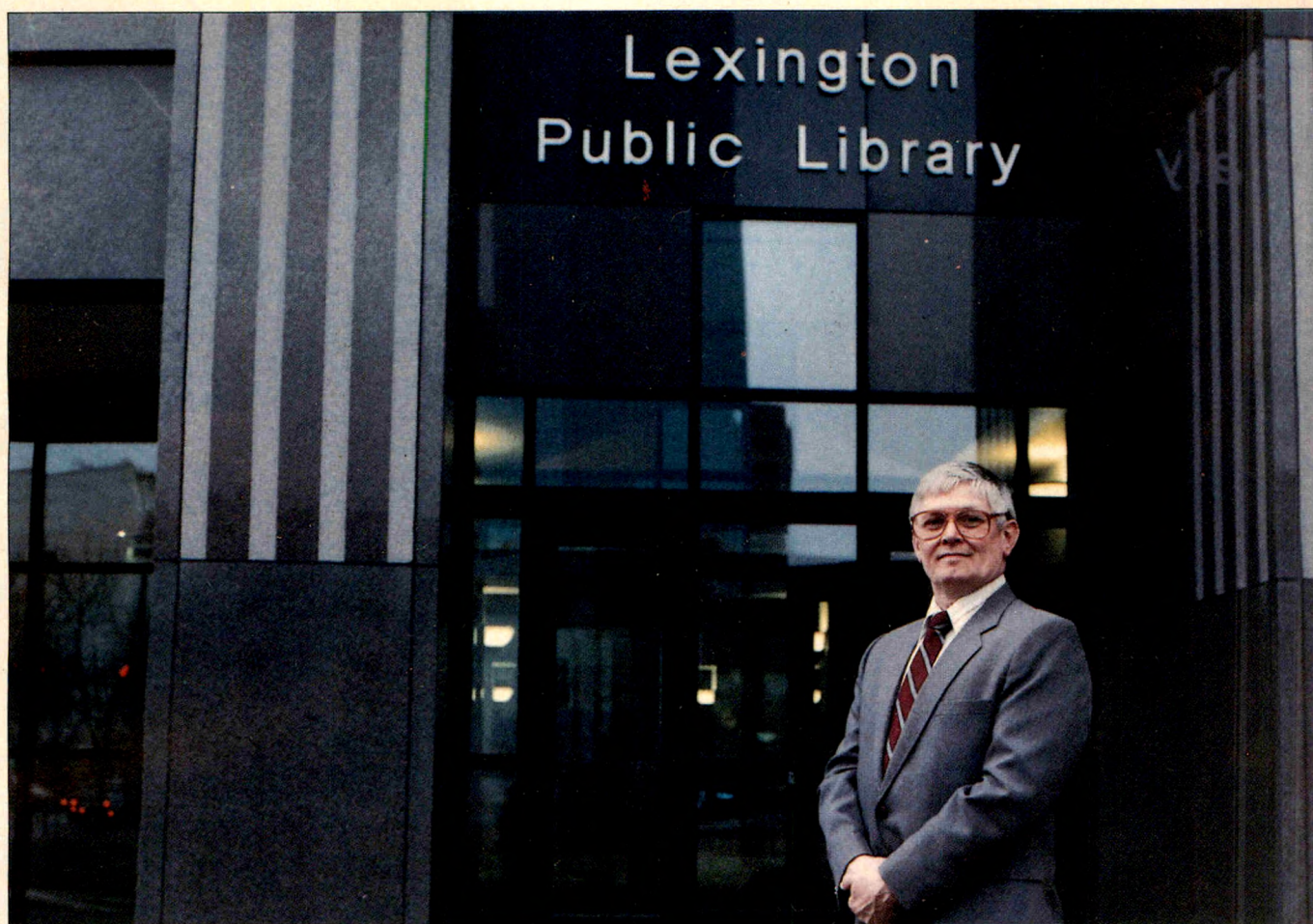
## Demanding a fair share

It was the 1970 agreement that Hayse sought to overturn with his 1979 action. He even tried to compel the library board to join him in the suit, filing a motion that the trustees show cause why they should *not* be enjoined as plaintiffs.

Though Hayse lost the motion, he ultimately won his suit against the local government in April 1983. The Lexington-Fayette Urban County Government appealed the Fayette Circuit Court decision, but in September 1984 the Kentucky Court of Appeals upheld Circuit Judge Armand

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**Dennis Carrigan** has been assistant dean of the University of Kentucky College of Library and Information Science, Lexington, since 1986. Particularly interested in the role of public libraries in the political process, Carrigan is author of "Politics and the Public Library" in *Public Library Quarterly*, Winter 1988.



Don Ament

Hayse visits his "legacy" to Lexington. The building features a 160-seat theater and a fifth-floor balcony.

Angelucci's ruling. Subsequently, the Kentucky Supreme Court declined to review the decision of the Court of Appeals.

While the Supreme Court decision was still pending, Lexington Mayor Scotty Beasler had agreed to increase library funding to mandated levels, but only to finance construction of a new central library. Once the Supreme Court declined to intervene, that increase became permanent, and was "no longer a gift," as library board chair Frances Lamason told the *Lexington Herald-Leader*.

### Sharing the wealth

As a direct result of Hayse's victory, Lexington Public Library funding grew by almost \$500,000 within one fiscal year, from a presettlement appropriation of some \$1.7 million in fiscal 1984 to about \$2.1 million in fiscal 1985. And as state law ties Lexington library revenues to property values in the area, library appropriations will continue to rise whenever assessments increase.

There was not the least doubt about how to spend the additional funds that Hayse won for Lexington Public. In December 1984, between the Court of Ap-

peals and Supreme Court rulings, local government officials announced that a new main library would be built adjacent

### Overdue spending spree

Thanks to Joseph Hayse's determination, Lexington Public Library can now live up to its city's nickname, "the Athens of the West," says the system's proud director, Ron Steensland.

With healthy annual funding a certainty, Lexington librarians have confidently drafted a 15-year spending plan to enhance services, even before their \$11.9 million new headquarters opens. By conservatively projecting a 5% increase in appropriations as property values rise, Steensland expects to build two new branches by 1993, has launched a marketing study to assess needs of both users and nonusers, and has already spent an extra \$1 million on books.

During National Library Week, Apr. 9-15, Steensland will oversee opening festivities for the six-story central building worthy of a cultural mecca. Confirmed speakers that week include Edwin Newman, Michael Korda, and ALA President F. William Summers.

to Central Park, several blocks from the Carnegie site.

Developers situated the 110,000-square-foot library in a downtown complex that would also include apartments and parking. To fund the library portion of the complex, officials added the proceeds of an \$8.7 million bond issue sold in June 1986 to the \$3.2 million surplus collected by Lexington Public since the lawsuit was settled. Under construction since July 1987, the new facility will open this spring.

Steensland describes the public-private financial partnership funding the complex as "a win-win situation for all concerned—the local government, the private developer, the library board, and the citizens of Lexington."

Nothing could please Hayse more than to see the increased revenue generated by his successful suit help finance a new central library. It was exactly what he had in mind when, a decade ago, he first sought legal advice about bringing the suit. Soon, thanks to his efforts, the citizens of Lexington-Fayette County will have a central library of which they can be proud. □

True-life tales from the netherworld

## Biblioddities!

Minnesota catalogers reveal the underbelly of their craft—  
titles and headings twisted beyond human endurance

by Christopher Dodge

**F**OR SEVEN YEARS THE CATALOGING staff at Hennepin County (Minn.) Library has gathered and posted nominees for its annual Quasi-Notable Awards. The awards document the underside of the cataloger's rock—the bizarre, ironic, and silly of the bibliographic world—the publishers' eccentricities and subject headings made in hell. The Quasis, until now, have been but a capricious byproduct in the manufacturing of a user-friendly catalog. Now it's time to bring this compendium of "biblioddities" to light. Enjoy!

### Quasi-ironic titles:

*The Lighter Side of Gravity.*  
*The Boyhood of Grace Jones.*  
*Crappie Wisdom.*  
*Multiple Sarcasm.*  
*Judo: The Gentle Way.*  
*The Joy of Stress.*  
*Everything You Wanted to Know About  
Phobias but Were Afraid to Ask.*

**Christopher Dodge** is a cataloger at the Hennepin County Library, Minnetonka, Minn. "Biblioddities" is just the tip of his biblio-iceberg. He was a winner in the 1988 ALA Fun Run/Walk in New Orleans, and that from which he runs is now apparent.

*How to Repair Food.*  
*Good News About Depression.*  
*Looking Forward to Being Attacked.*  
*Why Fish Carp?*  
*Reviving the Death Penalty.*  
*Fighting a Long Nuclear War.*  
*Having a Baby Without a Man.*  
*A Juggler's Handbook.*  
*Power Lunching.*  
*Bankruptcy: Do It Yourself.*  
*The Consumer's Guide to Death, Dying, and  
Bereavement.*  
*I Left My Fat Behind.*

### Longest Dewey:

338.7678991245500977434 (Does that round up to 338.768?) [LC-assigned to: *The Motown Story*; Don Waller.]

### Quasi-best dedication:

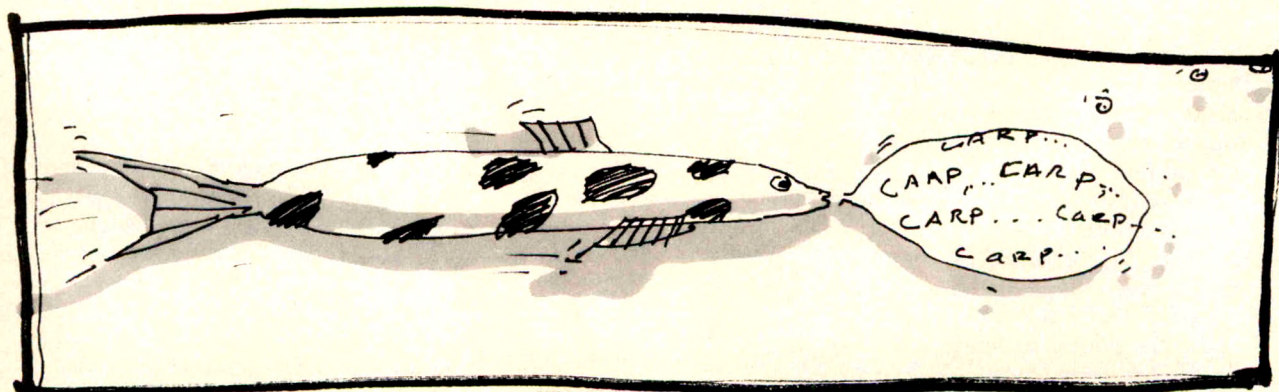
To our husbands...who first interested us in mating and reproduction. [*Successful Dog Breeding*.]  
To my honey. [*The Simple Art of Perfect Baking*.]  
To Pal and his male descendants who successfully impersonated Lassie to a generation of moviegoers. [*What a Drag: Men as Women and Women as Men in the Movies*.]

### Quasi-perverse subject headings:

Breakfast cereals—Computer-assisted instruction—Software. [HCL]  
Truth—Fiction. [HCL]  
Hormones—Addresses, essays, lectures. [LC]  
Hemorrhoids in the Bible. [HCL]  
Cooking and working mothers. [HCL]  
Fish pastes. [May subdivide geographically] [LC]  
Graham crackers and sexuality. [HCL]  
Raccoons—Biography. [LC]  
Infant psychiatry. [HCL, LC]  
Turkey—Operas. [HCL]  
Sex aids (for canaries). [HCL]  
Game and game-birds, Dressing of. [LC]

### Quasi-best author blurbs:

Denise Austin is the fitness authority on NBC's "Today" show and...wants to meet you and let you feel her tummy.  
W.R. Philbrick was born in Boston in a building since demolished.  
Trials and tribulations cannot break Rod McKuen's heart...after a quarter century of verbal angst and ennui, he's still America's most understood poet.  
Marc Scott Zicree...currently lives in Hollywood with a marvelous wife and a vile little dog.

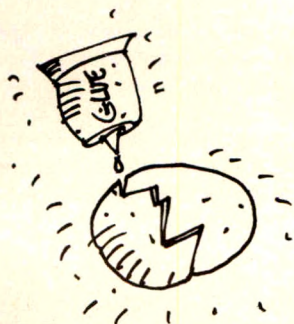


Why Fish Carp?

Jody Winger

## Quasi-success stories:

*The Look of Success.*  
*A Strategy for Success.*  
*The Art of Corporate Success.*  
*Relax Yourself to Success.*  
*Executive Success.*  
*Dress for Success.*  
*Interview for Success.*  
*Success is a State of Mind.*  
*Speak the Language of Success.*  
*The Law of Success.*  
*Success Without Stress.*  
*Bridges to Success.*  
*Success: You Can Make It Happen.*  
*Success Without Succeeding.*  
*Market Yourself for Success.*  
*The Success System that Never Fails.*  
*Formula for Success.*  
*The Success Factor.*  
*Success Through Transactional Analysis.*  
*Success Over Sixty.*  
*How to Achieve Total Success.*  
*The Success Trip.*  
*Make Your Child a Success.*  
*Bound for Success.*  
*Excess Success.*



How to Repair Food.

Jody Winger

## Quasi-library title:

*Managing the One-person Library.* [PARTIAL CONTENTS: Personnel considerations—Further personnel considerations.]

## Quasi-beloved titles:

*The Squat Pear Principle.*  
*Mayonnaise and the Origin of Life.*  
*The Brave Little Toaster: A Bedtime Story for Small Appliances.*  
*How to Deep Freeze a Mammoth.*  
*The Total Tomato.*  
*More Great Pantyhose Craft.*  
*A Red Brick Building, Ugly as Hell, in Venice, California.*  
*The Sharkout Boys and the Avocado of Death.*  
*Creative Chain Saw Projects.*

## Quasi-best publishers' warnings:

This book is sold subject on the condition that it shall not by way of trade or otherwise, be lent, re-sold, hired out, or otherwise circulated without the publisher's prior consent in any form of binding or cover other than that in which it is published and without a similar condition including this condition being imposed on the subsequent purchaser.

Whoever Xeroxes this book calls down the curse of the seven motherless pigs.

This paper discolors with age and was... selected for this quality: if the pages are yellowing, the directory is obsolete and should not be used!

## Quasi title/publisher match:

*Maximize Your Body Potential: 16 Weeks to a Lifetime of Effective Weight Management;* Bull Publishing.

## Quasi author/title matches:

*What to Do When the Russians Come* by Robert Conquest.  
*Keepers of the Sea* by Edward L. Beach.  
*Acne: Advice on Clearing Your Skin* by Robert Marks.  
*Child Protection: The Role of the Courts* by Thelma Stiffarm.  
*Running with Man's Best Friend* by Davia Gallup.  
*Tree of Paradise* by Jane Arbor.  
*A Quiver Full of Arrows* by Jeffrey Archer.  
*Seasonal Gifts from the Kitchen* by Emily Crumpacker.  
*Business Math Basics* by Robert E. Swindle.  
*The Slendernow Diet* by Richard A. Passwater.  
*Eggshells to Objets d'Art* by Ima Ova.

## Quasi-titillating titles:

*Where to See Wildlife in California.*  
*The Joy of Snacks.*  
*Living with Llamas.*  
*Stripper's Guide to Canoe Building.*  
*Chickens and Their Wild Relatives.*  
*The Secret Life of Hardware.*  
*Dating Techniques for the Archaeologist.*

## Worst quasi-new editions:

*Your Baby's Sex.* [1970]  
*Choose Your Baby's Sex.* [1977]  
*How to Choose the Sex of Your Baby.* [1984]  
*Learn How to Choose the Sex of Your Baby Today.* [1991?] □



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Rodeane Widom,  
 Director, Glendale  
 Public Library,  
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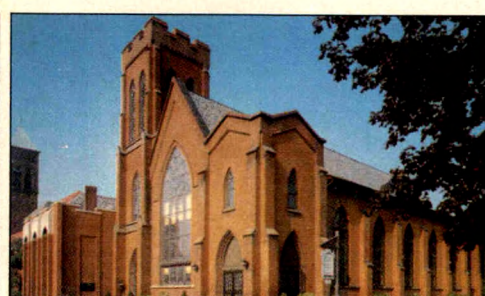
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# bulletin board

A C H E C K L I S T O F R E C E N T A N N O U N C E M E N T S



Browsers at Philadelphia Beatrix Potter exhibit; former firehouse now Inglenook Branch in Birmingham, Ala.; Osterhout Free Library centennial, Wilkes-Barre, Pa.

## Cheers!

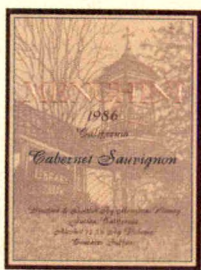
□ "Peter Rabbit and Friends: The Art of Beatrix Potter," an exhibit of original art, books, and manuscripts, runs through March at the **Free Library of Philadelphia**. The library's Rare Book Department claims the most extensive collection of Potter material outside England.

□ **Birmingham (Ala.) Public Library** has received an average of \$66,000 in community development funds annually since 1982. Furnished by neighborhood associations across the city, the money pays for projects such as the recent \$16,000 conversion of an old firehouse into the **Inglenook Branch**.

□ **Osterhout Free Library**, Wilkes-Barre Pa., is celebrating its centennial. The central library building, once a Presbyterian church, was converted on the advice of Melvil Dewey.

□ Friends of the recently dedicated **Livonia (Mich.) Civic Center Library** believe their stained-glass panels project is a national first. Created by artist Diane Eissinger, the eight panels adorning the children's section of the new library are based on drawings by Livonia elementary school students.

□ **Julian Branch of the San Diego (Cal.) County Library** appears on the label of Menghini Winery's 1986 Cabernet Sauvignon, soon to be released. The vintage vino commemorates Julian's 75th anniversary and the centennial of the Witch Creek Schoolhouse, where the library is located.



□ **Schaumburg (Ill.) Township District Library** collected a record 3,100 food items during its sixth annual holiday "Food for Fines Drive." During December the library accepted canned goods in lieu of overdue fines and distributed the food to local needy families.

□ The *City Paper* cited the library at the **Baltimore City Jail** and the Maryland Department of the **Enoch Pratt Free Library** in Baltimore,

Md., in its annual "best" issue. David Blumberg directs the jail project, and Wesley Wilson is head of the Maryland Department.

□ **The Tulsa (Okla.) Library** trust recently received a \$135,000 bequest from Ethel M. Crate. A 20-year shut-in, the grateful patron left one-sixth of her estate to the library in appreciation of the Special Services Department, naming department head Gerry Hendon executor of the will.

□ A \$1 million challenge grant went to the **Los Angeles Public Library** in the latest round of awards from the National Endowment for the Humanities. LAPL is required to raise \$3 million in matching funds over the next seven years. Of 35 such grants, totaling \$15.5 million, two went to libraries. **Milwaukee Public Library** will receive \$137,500.

□ Sales from the 34th Annual Friends of **Alachua County (Fla.) Library** netted a whopping \$39,500, a record for the sale. Citizens of Gainesville were lining up for the sale at 5 a.m. Booksale Chair Kit Hartwell reports that is unusually late. "Most years a few people camp out at the doors all night."

## Funded

□ **Conversion of 2,500 manuscript collection records** to machine-readable form; \$44,106 from the U.S. Department of Education to Duke University's Perkins Library; Steven Hensen, project director.

□ **Staff microcomputer training** for member libraries in West Virginia; \$21,737 from the federal College Library Technology and Cooperation grants program to Pittsburgh Regional Library Center, a tri-state membership cooperative.

□ **Transfer of photograph collections to microfiche**; \$4,403 from the National Historical Publications and Records Commission of the National Archives to the University of Mexico General Library; Stella M. de Sa Rego, project director.

□ **Expansion of technology-based resource sharing**; \$108,417 from the Department of Education, Title II D of the Higher Education Act, to the University of Tennessee/Knoxville Library and Vanderbilt Univ. Library.

□ **Cataloging and addition to OCLC database of 8,200 reference, geology, and forestry titles**; \$16,665 from LSCA Title III funds to John F. Reed Library, Fort Lewis College, Durango, Colo.; Judy Paterson, project director.

□ **Cataloging of a microfilm collection of German Baroque literature**; \$64,800 from the U.S. Department of Education's Strengthening Research Library Resources Program to the Milton S. Eisenhower Library of Johns Hopkins University.

□ **Automation project** to make Vermont's public and private library collections available to every citizen in the state; \$100,000 from the Innovations in State and Local Government Awards Program, sponsored by the Ford Foundation and the John F. Kennedy School of Government at Harvard University, to the State of Vermont Department of Libraries.

## Apply for:

□ **By Mar. 15:** Library Public Relations Council "Share the Wealth" publicity competition—the winning 40–50 "PR Bests" to be distributed to LPRC members and displayed at ALA Annual Conference in Dallas. Send five copies of effective 1988 print publicity to: "Share the Wealth," Thea Leinoff, Greenburgh Public Library, 300 Tarrytown Rd., Elmsford, NY 10523.

□ **By Apr. 15:** Library Public Relations Council "L. PeRCy Award" for 1988 print publicity in six categories: library or Friends special event, newsletter, annual report, service brochure, book/material list, and calendar of events. Submit five copies of one entry per category. Indicate size of population served. Mail to: Kristi Gibson, Minneapolis Public Library & Information Center, 300 Nicollet Mall, Minneapolis, MN 55401-1992.

□ **July 21:** Special Libraries Association, Special Programs Fund Grants totaling \$8,400 to support original research, surveys, and studies. Obtain application package from Tobin Brimsek, director, Research and Information Resources, SLA, 1700 18th St., NW, Washington, D.C. 20009, 202-234-4700. □

# ala and you

## Deadline is April 15 for overseas fellowships

The Library/Book Fellows Program for 1989-90 will match approximately 10 U.S. citizens with library positions available in 14 countries around the world. A joint program of ALA and the United States Information Agency (USIA), the fellowships begin in September and offer positions in Swaziland, Tanzania, Jamaica, Brazil, Guatemala, the People's Republic of China, Taiwan, the Philippines, Norway, Ireland, Spain, Pakistan, Syria, and India.

Stipends for fellows are \$23,690 per year, plus travel expenses and insurance. Eligibility requirements include education and experience in library or information science or in fields related to the specific projects. A command of the language of the host country is also desirable. Application is by letter and resume. For a complete program description, see *AL*, Feb. p. 144B or contact Robert P. Doyle at ALA: 800-545-2433, in Illinois 800-545-2444. Deadline is April 15.

## Mansour is RASD officer

Margaret M. Mansour has been appointed Reference and Adult Services Division program officer, responsible for management of the division's publishing program and for the provision of professional and administrative support to RASD membership groups.

Mansour is a freelance information specialist in the Chicago area, with experience in database searching, publicity, and administration in special and corporate libraries and a community arts council. RASD executive director Andrew M. Hansen announced the appointment.

## Bye-bye burp

Conference goers in New Orleans last year will remember "Hungry for Information," ALA's proposed radio public service advertisement that premiered at the Opening General Session. It promoted librarians as "masters at dishing up information... quickly, efficiently, and to your complete satisfaction." Sounds of chewing accompanied the message, punctuated by a loud burp.

After the spot was aired, so to speak, negative response prompted a spate of consumer testing by the Public Information Office. The popular opinion was: squelch the belch. The campaign has been canceled, and ALA Graphics will issue refunds or credits for all orders.



**TAMING THE TOUGHEST AUDIENCE** is easy for Patrick Jones, in a segment of ALA's latest *Library Video Magazine* (vol. 3, no. 1). The YA specialist (now with the Cuyahoga County, Ohio, Public Library) is as effective as he is unorthodox in turning teens on to reading. The new LVM also features: New York governor Mario Cuomo at the dedication of the striking or garish (depending on your point of view) Benjamin S. Rosenthal Library of Queens College, the immense Photograph Collection of the New Orleans Public Library, the Library Theater repertory group promoting the joy of books, and the Boston Public Library's Access Center for Disabled People. A subscription to LVM, including four half-hour videos, unlimited nonbroadcast performance rights, *Producer's Notes*, and an annual index, is \$249.95. Contact Donna Kitta, manager, ALA Video, or call 800-545-2433 (in Illinois -2444, in Canada -2455).

## Univ. of Pittsburgh to host Mahy's Arbuthnot Lecture

New Zealand author Margaret Mahy will deliver the 1989 Arbuthnot Lecture Apr. 23 on the University of Pittsburgh campus, in a program cosponsored by the university and the Carnegie Library of Pittsburgh. The Arbuthnot Lecture is administered by ALA's Association for Library Service to Children (ALSC) and honors May Hill Arbuthnot (1884-1969), an authority on children's books. The annual lecture is financed "in perpetuity" by Scott, Foresman & Co., publisher of Arbuthnot's anthologies and guides to literature for children.

An ALSC committee, chaired by Ginny Moore Kruse, selected Mahy as 1989 lecturer for her distinguished contribution to literature for children and young adults, citing the exuberance, imaginativeness, and brilliant use of language in her work. Author of some 30 books, Mahy's most recent title is *Memory*, from Margaret K. McElderry Books/Macmillan. Her lecture is titled "A Temporary Villain: Dangers and Pleasures in



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#### ALA and you

Imaginative Life." For details, contact Margaret M. Kimmel, 640 Library and Information Science Building, University of Pittsburgh, Pittsburgh, PA 15260, 412-624-9436.

### Editor wins Blue Pencil

The National Association of Government Communicators (NAGC) awarded *American Libraries* Editor Arthur Plotnik's *The Man Behind the Quill* an honorable mention in its 1988 Blue Pencil competition. The book is a biography of Jacob Shallus, calligrapher of the Constitution, and won recognition in the competition's general audience category. It was published in 1987 by the National Archives. Plotnik wrote the Shallus biography while on sabbatical in 1986.

### Catalogers rev up for serials revenge

Antennas are twitching in the Resources and Technical Services Division (RTSD) Serials Section, where librarians are on the lookout for a fickle periodical upon which to bestow the dubious honor of Worst Serials Title Change of the Year. Established in 1981, the award affords serials librarians an opportunity to get a modicum of sweet revenge by poking fun at journals that change names frequently for no apparent reason.

Last year's winner was *American Import & Export Bulletin*, a 40-year-old magazine that in recent years changed its name to *American Import Export Bulletin*, *American Import Export Management*, *American Import-Export Management's Global Trade Executive*, *Global Trade Executive*, *American Import-Export Management Global Trade Executive*, *American Import/Export Management's Global Trade*, and finally to *American Import/Export Global Trade*.

"Our award is a little bit of comedy for the people who have to work with this stuff," says Sue Anne Harrington, award committee chair, "but it's also a way of bringing to the attention of publishers some of the ludicrous things that are done." Send nominations to Harrington at the University of Oklahoma Libraries, 401 W. Brooks, Norman, OK 73019, by May 15.

### AASL needs ideas that work

The School Library Media Month Committee plans to publish a compilation of "ideas that work" for School Library Media Month. Committee chair Mary Lou Gregory invites librarians to submit ideas for possible inclusion.

This year's theme for School Library Media Month in April will be "The School Library Media Specialist—Your Source for

### ALA election schedule

Spring election ballots will be mailed third class Apr. 8–29 to personal members whose dues are paid as of Mar. 31, 1989. Members who do not receive ballots by June 2, should call Membership Services, 800-545-2433. In Illinois, use 800-545-2444; in Canada, 800-545-2455. June 9 is the last day ballots will be accepted for tabulation. Election results will be released June 14. ALA requests address changes with ballots and guarantees forwarding and return postage.

Information Power." Gregory says the theme supports both the role of the media specialist as defined by the American Association of School Librarians and the theme for National Library Week (April 9–15): "Ask a Professional; Ask Your Librarian."

Send ideas in one-page format. Identify target audience, type of event, and objective. Include a brief description of how the project worked, case history, and names of school and media specialist. Mail to Ann Ostenso, Monte Vista School, Box 1031, Monterey, CA 93940.

### Apple's Steven Jobs to open ACRL Cincinnati conference

Steven Jobs, cofounder of Apple Computer, will give the keynote address at the fifth national conference of the Association of College and Research Libraries (ACRL) April 3–5 in Cincinnati. Jobs will explain the features of his latest offering—the NeXT computer, designed especially for colleges and universities.

The conference theme, "Building on the First Century," celebrates the 100th anniversary of the founding of the college library section of ALA. The conference will also feature 38 poster sessions, 77 contributed papers, and 44 panel discussions, including "Did Feminism Fail?"—a panel lead by Mary Anne Dolan, syndicated columnist and television commentator in Los Angeles. Several pre- and postconference workshops have been scheduled and will cover such topics as "Understanding Conflict within the Library," "Approaches to Managing the Problem Patron," "Improving Organizational Communication," "Inspiring Enthusiasm for Research," "Managing Reference Services in a Time of Transition," "Business Literature for Librarians," and "The Librarian-Friendly PC: Taking Control of Your IBM Micro for Public Services."

The preliminary program and registration materials are available from ACRL/ALA. Deadline for advance registration is March 6. Fees are: \$95 for ACRL/ALA personal members; \$120 for ALA personal members; \$155 for nonmembers; \$35 for full-time li-

brary school students. Contact Cathleen Bourdon at 800-545-2433; in Illinois 800-545-2444.

### Cooperation raises book money for developing countries

"Books for Children in Developing Countries," a cooperative effort by UNESCO and the International Association of School Librarianship (IASL), raises money to purchase books for school libraries in African and Southeast Asian countries. To qualify, schools promise shelves, space, and service. The project is coordinated by ALA Executive Board member Lucille C. Thomas, who invites librarians to participate.

IASL is an independent organization to which ALA's American Association of School Librarians (AASL) appoints a representative—currently Donald C. Adcock. Inquire c/o IASL/UNESCO Gift Book Program, 1184 Union St., Brooklyn, NY 11225.

### Wellington directs sub rights

Germaine Wellington was recently promoted to the post of subsidiary rights manager for ALA Publishing Services. The newly structured position, Publishing's associate executive director Edgar McLarin announced, is an outgrowth of Wellington's previous position as his assistant, which included functioning as rights and permissions officer for ALA.

As subsidiary rights manager, Wellington will "focus on sales opportunities," said McLarin. She will handle copyright registration, permissions, translation rights, and bulk sales, and serve as liaison to ALA's overseas distributors. Wellington joined the Headquarters staff in 1985.

### Send your nominations for 1990 ALA offices

The 1989–90 ALA Nominating Committee invites ALA members to suggest qualified candidates, not excluding themselves, to run for vice-president/president-elect and Council. The winning presidential candidate will serve as vice-president/president-elect in the 1990–91 term. The four-year terms of the councilors will begin at the close of the 1990 Annual Conference in Chicago.

Write Nominating Committee Chair Elizabeth Futas for a nominee-suggestion form or provide all the following information: Specify office for which nomination is intended. Give nominee's full name, address, business phone number, and present position. Cite current ALA participation; participation in state, regional, and other offices; and other professional accomplishments. Give nominee's sex and race (optional). Please include your own name and address.

Nominations may be sent to any Nominating Committee member: Elizabeth Futas, GSLIS—Rodman Hall, University of Rhode

Island, Kingston, RI 02881; Nancy Eaton, Bailey Howe Library, University of Vermont, Burlington, VT 05405; Patricia R. Harris, National Information Standards Organization, National Institute of Standards & Technology, Administration Building A629, Route 270 and Quince Orchard Rd., Gaithersburg, MD 20899; Virginia Moore, Anacostia Senior High School Library, Washington, DC 20020; David Snider, Casa Grande Public Library, 405 E. 6th St., Casa Grande, AZ 85222.

### Handy booklists make notable giveaways

A variety of new booklists, some annotated, are available in colorful quantities of 100 for \$20 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611. Individual copies may be ordered from the division specified; send a self-addressed stamped envelope and 50¢.

- **ALA Notable Books 1988**, 27 outstanding titles, Reference and Adult Services Division, or see March 15 issue of *Booklist*.\*

- **Newbery Medal Books, 1922-1989**, Association for Library Service to Children (ALSC).

- **Caldecott Medal Books, 1938-1989**, ALSC.

- **Coretta Scott King Awards**, celebrating 20 years, Office for Library Outreach Service.

- **Notable Children's Books-1988**, 64 select titles, ALSC.\*

- **Best Books for Young Adults-1988**, 68 recommended titles, Young Adult Services Division (YASD).\*

- **Notable Films, Videos, Filmstrips, and Recordings for Children**, ALSC.

- **Recommended Books for Reluctant Young Readers-1989**, 37 titles, from YASD, 312-944-6780 extension 335.

\*Camera-ready copy available for library printing, \$10 per list.

### New AL subscription prices

While all ALA members receive *American Libraries* as a perquisite of dues, extra subscriptions or nonmember subscriptions are available to institutions (only) at the new prices of \$50 a year, domestic (and Canada, Spain, and P.U.A.S. countries), and \$60 foreign. Single issues are \$5, when available.

Subscriptions need not begin with the calendar year, but back issues cannot be guaranteed.

Among special issues coming up are April's report on library design and furnishings, the May reference issue, June conference guide, and fall issues on new products and technology.

To subscribe, contact Ophelia Conde, Subscriptions, at ALA Headquarters.

### Membership Services director Scarry resigns ALA post

Patricia Scarry, director of Membership Services at ALA Headquarters, resigned in February to accept a post as assistant manager and marketing director of the journals division at the University of Chicago Press.

Scarry joined the Headquarters staff in 1980, working in the Chapter Relations Office. By 1981, she had begun to concentrate on membership promotion. She was made director of Chapter Relations in 1983. Scarry also became director of Membership Services in 1987 and has since served in both capacities.

### ala help exchange

- The LAMA PAS Supervisory Skills Committee wants questions in advance for an Annual Conference program June 25 called "Dear Personnel Officer: Solutions to Your Most Pressing Personnel Problems." A panel, representing academic, public, and special libraries, will respond to questions related to all levels of supervision. The panel will also take questions directly from the audience, but for a greater chance of having your question answered, send it now to Abby Kratz, University of Texas/Dallas, 2601 N. Floyd Rd., Box 643, Richardson, TX 75083-0643.

- The Public Information Office (PIO) would like to know how librarians are using "PBS/Library Pipeline." Are any libraries working with local stations? Reply to Deb Robertson, ALA/PIO.

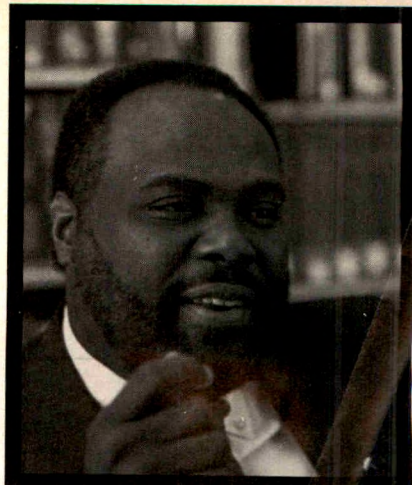
- The Association of College and Research Libraries Bibliographic Section seeks discussion participants for a June 21-23 Dallas pre-conference institute called "The Educational Roles of Academic Libraries: State-of-the-Art and an Agenda for the Future." ACRL will select 10 participants to discuss the future of academic user education. Obtain an application form from Betsy Baker, Chair, ACRL/BIS 1989 Think Tank Steering Committee, Northwestern University Library, Evanston, IL 60208-2300.

### new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

*ALA Publications Checklist 1989: A List of*

**CORRECTIONS, DEC. AL:** Two candidates for Council were incorrectly identified on p. 1008—**Walter M. High** is with the D.H. Hill Library at North Carolina State University; **Joan M. Repp** is director of access services at Bowling Green State University Library. The Venice Area Public Library, participating in the "Voices & Visions" project (p. 1014), is in Florida, not California.



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A table of colorful ALA publications attracted members at the recent Midwinter Meeting.

*Materials Currently Available from the American Library Association*, compiled by Ruth Ann Jones and Dawn Kirkpatrick. 75p. free.

*Library Trustees: Meeting the Challenge*, produced by ALA Video. Approx. 20 minutes. VHS or Beta, 3/4". \$135 (0-8389-2091-8).

*Pay Equity: An Action Manual for Library Workers*, by Carolyn Kenady and ALA Office for Library Personnel Resources. \$29.95. AP: ACEGI (0-8389-3365-3).

*Reference Books Bulletin, 1987-1988*, by Sandy Whiteley and RBB Editorial Board. 150p. \$22.50. AP: ACEGI (0-8389-3367-X).

*Guide to Performance Evaluation of Library Materials Vendors* (monographs), produced by Resources and Technical Services Division. 24p. \$4.95. AP: ABCDIJ (0-8389-3369-6).

## ala unit offerings

The following new publications are available from the division which produced them, c/o ALA, 50 E. Huron St., Chicago, IL 60611.

*Minorities and Women: A List of Major Organizations in Librarianship, 1988-89*, 2p. free. Office for Library Personnel Resources.

*Librarians for the New Millennium*, edited by William E. Moen and Kathleen M. Heim. 122p. \$10. Office for Library Personnel Resources.

*Personnel Material*, checklist of ALA publications relating to personnel issues. 7p. free. Office for Library Personnel Resources.

*Directory of Library and Information Profession Women's Groups*, 4th ed., compiled by Katharine Phenix. 15p. \$1 from Committee on the Status of Women in Librarianship. □

## ALA's ATTIC: Curiosities from the ALA Archives

by Karen A. Schmidt

### MOUNTING LIBRARY SERVICE

Delivery on horseback was one of the most inventive methods librarians used during the 1930s and '40s to reach readers in secluded areas of the Tennessee River Valley. The royal American mounted librarians in this photo (from the ALA Archives, University of Illinois/Urbana-Champaign) certainly lived up to their promise of service. From 1940 to 1943, they built library programs with 22,000 registered borrowers from 200 remote communities.

The growth of rural libraries depended on grassroots support and effective solutions to delivery problems. These spirited professionals used the best means of transportation available. Saddle-sore in the name of service, they exemplify the essence of professional dedication. Their early extension efforts were funded in part by the Tennessee Valley Authority.



Karen A. Schmidt is acquisitions librarian at the University of Illinois/Urbana-Champaign.

"TVA Pack Horse Library," circa 1940. Librarians saddled up to make good on their service commitments.

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This is your Advance Registration form for the 1989 Dallas Conference. Please complete and return with your payment or charge card information no later than June 2, 1989 to:

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50 East Huron Street  
Chicago, IL 60611

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Print clearly—one character per space. Allow one space between words—do not exceed spaces provided. This information will be used to prepare your pre-printed badge and attendance listing posted at the Conference. A single remittance covering your registration fee only will expedite processing.

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**NOTE:** Advance registration form must be received no later than June 2, 1989. Requests received after that date will be returned. Refund requests subject to a \$15 service charge. **No refunds after June 16, 1989.** This registration form does not cover preconference institutes.

## News Fronts, cont. from p. 194

brarians to launch a letter-writing campaign on her behalf last year (*AL*, Jan. 1988, p. 21). Prior to her February 1980 arrest for "anti-Soviet agitation and propaganda," Mykhaylenko, 53, had worked with a human rights group in Odessa, and had distributed Ukrainian-language materials to schoolchildren she served there.

After her release, Mykhaylenko wrote an Amnesty International member: "I was physically very weakened and psychologically exhausted. The doctors... have somewhat treated me, but not everything that has been lost can be regained."

"...Summer has come to Odessa. The birds have returned—I haven't seen them for so long."

**Robust funds in Canada.** Public libraries in Ontario will receive a healthy \$40.5 million in government support for the 1989-90 fiscal year, according to Lily Oddie Munro, minister of culture and communications. The figure represents approximately a 4% increase over last year's level. Munro calls it "an outstanding example of the many ways in which Ontarians seek to enhance their lives." Per-household library funding in the province now ranges from \$6.95 to \$7.65.

**University to evaluate EIC practice.** The W.K. Kellogg Foundation has awarded the University of Michigan a two-year \$82,650 grant to determine the effectiveness of Education Information Centers—the experimental, professionally-staffed career counseling programs Kellogg now funds at selected public libraries. The goal of the university study is to substantiate the theory that wherever the centers are established, they effectively "help change lives," according to Joan C. Durrance, project director. Durrance says the findings of the study may "provide a basis for developing EICs in public libraries across the nation." □

## QUICK BIBS: New and recent books on a timely topic

by Bill Ott

Bill Ott, who writes this column free-lance for American Libraries, is editor of ALA's Booklist.

### Education

WHEN *THE CLOSING OF THE AMERICAN MIND* was published in 1987, Allan Bloom was a little-known professor at the University of Chicago. That all changed rather rapidly as his book—a polemic arguing that the cultural relativism of the 1960s had led to the abandonment of our Western intellectual tradition—struck a chord throughout the nation. Soon everyone with a gripe about our schools had become an Allan Bloom fan (whether they actually took up reading Socrates, as Bloom advised, is another matter).

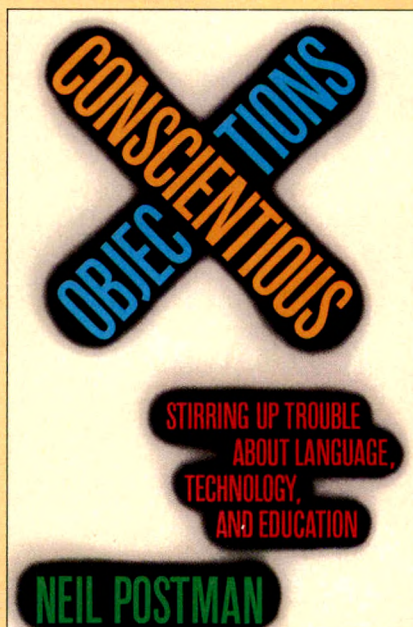
In the wake of Bloom's surprise bestseller (and of other, similar books, including Edward Hirsch's *Cultural Literacy*, which provides a kind of highbrow version of *Trivial Pursuit*), the drums have been beating louder than ever for educational reform. Simultaneously, books about education have proliferated at a rate far exceeding the pre-Bloom period. The seven titles below represent the cacophony of voices currently airing views on today's schools.

Bennett, William J. *Our Children and Our Country: Improving America's Schools and Affirming the Common Culture*. Simon & Schuster, 1988, \$19.95 (0-671-67062-X).

In these 24 speeches delivered during his tenure as U.S. Secretary of Education, Bennett sets forth his conservative, "back-to-basics" plan for improving the nation's schools. His ideas won't please everyone—particularly those opposed to "moral" education—but Bennett's position papers constitute a vital document in the ongoing debate over education policy.

Ianni, Francis. *The Search for Structure: A Report on American Youth Today*. Free Press, 1989, \$22.50 (0-02-915360-3).

Ianni's focus in this jargon-free and insightful analysis of teenagers extends to the whole fabric of adolescence. The book argues that the conflicting messages teens receive from adults make the process of finding



Media critic Neil Postman faces the problems of our schools head on in his provocative *Conscientious Objections*.

a coherent structure for their lives all the more difficult, especially in the inner city, where young people often feel stranded between competing centers of adult authority.

Leahy, Michael. *Hard Lessons: Senior High at Beverly Hills High School*. Little, Brown, 1988, \$16.95 (0-316-51515-8).

Life at Beverly Hills High doesn't seem much like a Judy Garland-Mickey Rooney movie. In fact, what emerges here is a chilling portrait of the strange desperation that seems to define the lives of some of today's affluent, high-achieving teens. Excruciating social and academic pressure, cocaine abuse, apathy, loneliness, and a high rate of suicide—we've come a long way from pep rallies and finding a date for the prom.

Mathews, Jay. *Escalante: The Best Teacher in America*. Holt, 1988, \$19.95 (0-8050-0450-5).

This engagingly written biography tells the story of the high-school math teacher whose efforts with lower-class, mostly Mexican-American kids formed the basis of the film *Stand and Deliver*. Such tales of tough teachers who work miracles are an established part of popular culture, but they are usually as smarmy as they are inspirational. Not true in Mathews's factual, thought-provoking look at learning in action.

Postman, Neil. *Conscientious Objections: Stirring Up Trouble about Language, Technology, and Education*. Knopf, 1988, \$17.95 (0-394-57270-X).

Media critic Postman takes on more than just education in these collected essays, but questions of how we teach and learn are never far from his mind. In "The Educationist as Painkiller," he faces the problems of our schools head on, concluding provocatively that teachers should "abandon vague attempts to make children intelligent and concentrate on helping them avoid being stupid."

Ravitch, Diane and Finn, Chester E. *What Do Our 17-Year-Olds Know?* Harper, 1987, \$15.95 (0-06-015849-2).

"Not enough" is the answer to the question posed in this book's title. Basing their findings on a questionnaire designed to measure basic knowledge of literature and history, the authors present the survey results (the average question was answered correctly by less than 60 percent of 11th graders) and discuss its implications, arguing persuasively that educational reform movements must not overlook the humanities.

Zinsser, William. *Writing to Learn*. Harper, 1988, \$15.95 (0-06-047398-3).

Eschewing theory and philosophical breast-beating, Zinsser uses his own experience to reinforce the fact that clear, eloquent writing can be taught for every subject across the curriculum. A practical manual for teachers and a powerful reminder for everyone that good writing makes possible good thinking. □

  
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Compiled by G. Meredith Blackburn III Spring 1989 450pp. approx.  
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Over 100 poetry collections published between 1982 and 1987 are indexed in this listing of approximately 10,000 poems for the very young and elementary, junior, and senior high school students.

**COMMONSENSE CATALOGING  
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by Rosalind Miller and Jane Terwilliger Spring 1989  
160pp. approx. ISBN 0-8242-0776-9 Price to be announced.

Providing general rules and explanations for the cataloging of print and non-print materials, as well as for new media now found in libraries, this newly revised and updated edition provides a thorough review of cataloging techniques for both general and specialized collections.

**PLAY INDEX, 1983-1987**

Fall 1988 522pp. ISSN 0554-3037.  
\$55 U.S. and Canada, \$60 other countries.

Listing individual plays; one-act and full-length works; radio, television, and Broadway plays; plays for children and young adults; as well as those for amateur production, *Play Index* is an indispensable guide for all interested in the theater.

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An invaluable reference source for researchers, students, and librarians, the 1988 *Yearbook* cumulates, in a single hardbound volume, all articles and obituaries in the 11 monthly issues of *Current Biography*, and offers an index to all articles that have appeared since 1980.

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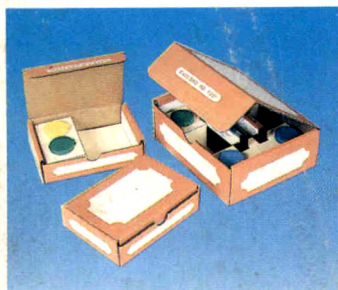




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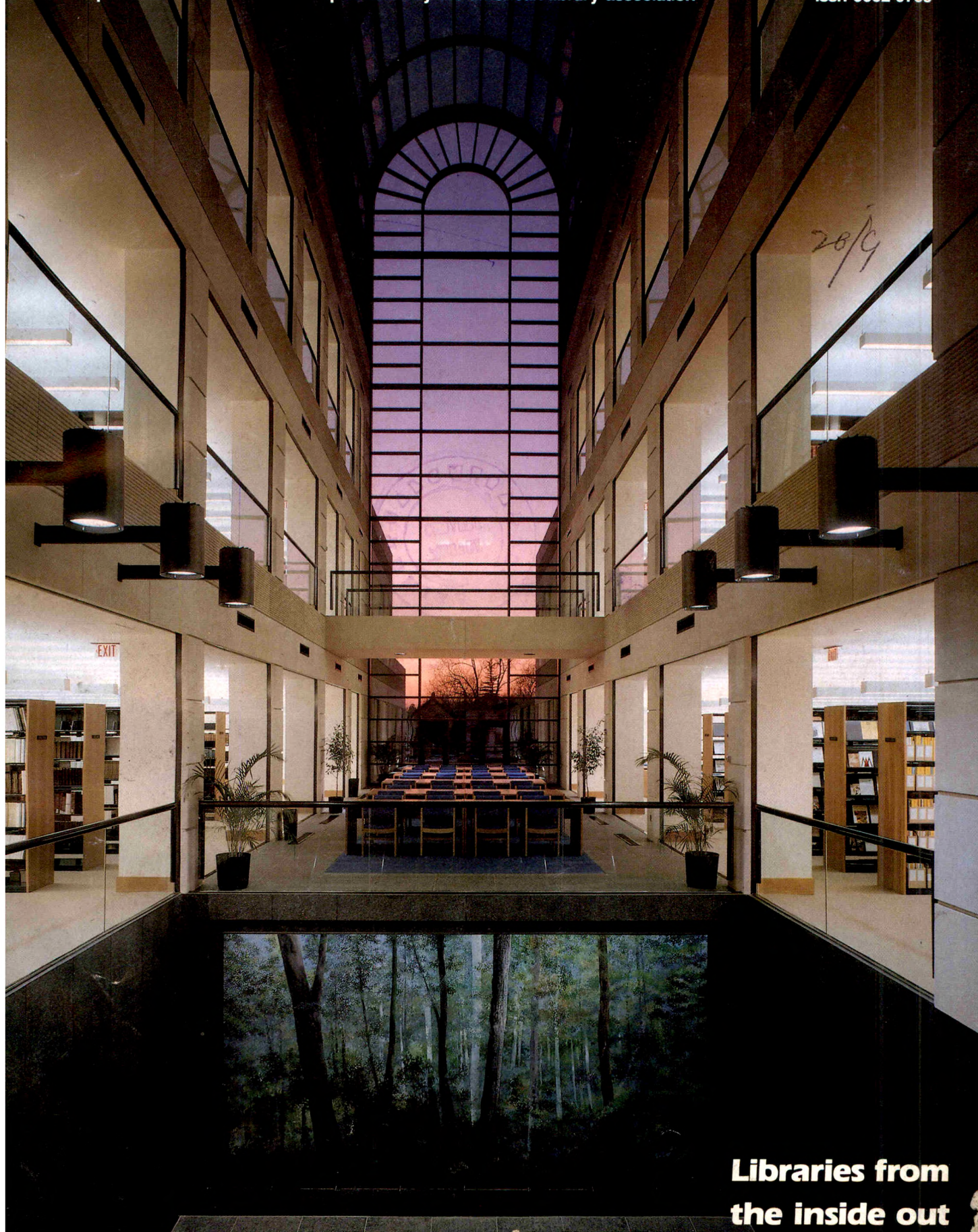


# american libraries

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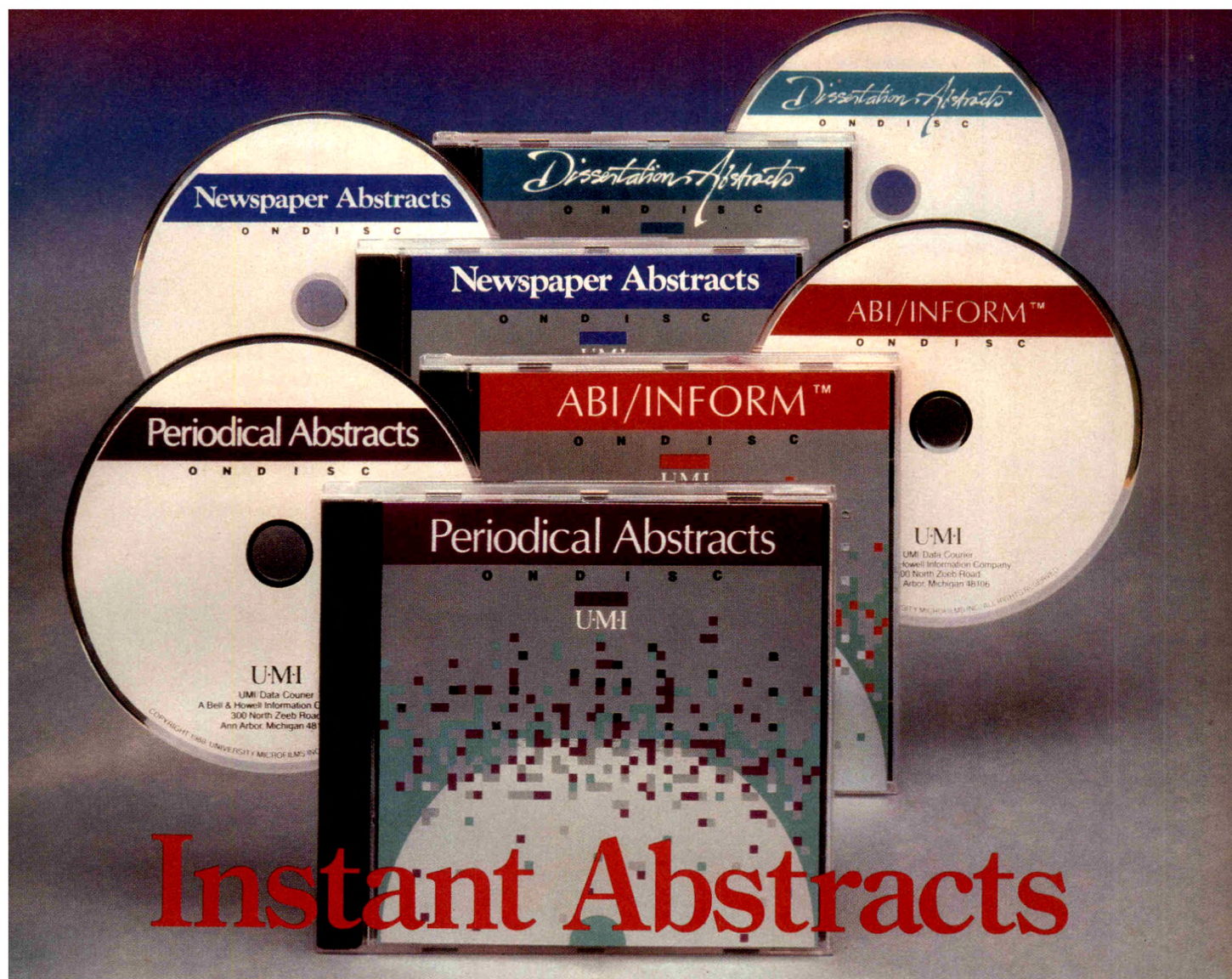
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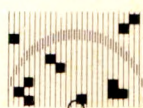
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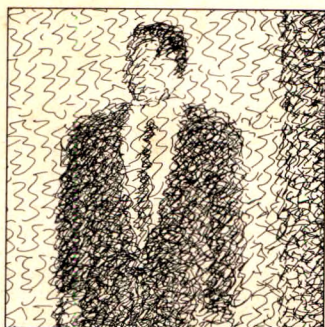
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### Libraries from the inside out.

AL's annual, special report on facilities and furnishings offers articles on interior design, arrangement of services and materials, the sins—and virtues—of architects, and an interiors showcase brimming with striking photos of striking libraries.

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**Cover:** Dedicated March 7, the spectacular new Michigan Library and Historical Center is the Library of Michigan's long-awaited permanent home. The library has had no permanent quarters since a devastating 1951 fire. "North Woods," a 20-foot-wide oil painting (foreground) by Richard Kozlow, greets visitors to the library. Architects: William Kessler & Associates. Photo by Balthazar Korab, Ltd.



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## FEATURES

**Values**—what *do* we stand for? A library educator offers a thoughtful articulation of values that inform our professional actions. *By Lee W. Finks*

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**Rushdie and libraries.** The Ayatollah's "contract" on Salman Rushdie and the freedom to read drew an immediate, determined, and estimable response from the library community. A special *AL* report *by Gordon Flagg*.

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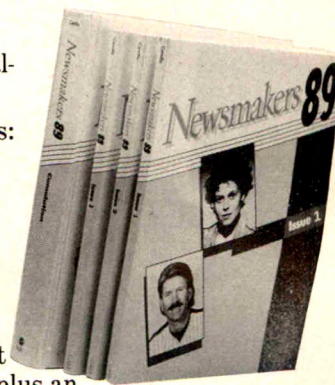
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## The Ayatollah's lesson for libraries

LIBRARIANS HAVE EVERY reason to be proud of the way they handled the controversy over Salman Rushdie's novel *The Satanic Verses*. As described in this month's *AL* special report (p. 288+), libraries did their utmost to get the book to the public, in contrast to the chain bookstores, which immediately yanked the title from their shelves. In some communities, librarians voiced their support for free expression by holding pro-Rushdie author rallies or picketing bookstores that refused to carry the novel.

It's easy for Americans to protest actions taken by the already-disliked leader of a Middle Eastern nation with a Muslim culture. But although intolerance may not be institutionalized in our country the way it is in Iran, it can take forms every bit as extreme in the minds of individuals: A student at the School of the Art Institute of Chicago has reportedly received death threats for displaying an art exhibit that invites viewers to walk on an American flag. And although director Martin Scorsese wasn't forced into hiding following the release of *The Last Temptation of Christ*, the demands of fundamentalist Christians that the film be withdrawn show that Muslims aren't the only ones that want to suppress works they perceive as blasphemous.

Librarians don't have to be told how fervently people can react to a book that manifests ideas they find threatening or distasteful: Efforts to remove such titles from library collections may not be as frightening as a death sentence from the Ayatollah, but that's small consolation to a school librarian defending *Forever* against an outraged parent.

### Room for improvement

Although librarians can be proud of their efforts to get and keep *The Sa-*

*tanic Verses* on their shelves, the events also bring to light some flaws that we should be aware of and work to correct. ALA Office for Intellectual Freedom Director Judith Krug points out that while libraries were prepared to respond to the controversy with copies of *The Satanic Verses*, most weren't ready with materials on Islam that would explain to puzzled citizens just why Muslims were so outraged over Rushdie's novel.

As Greg Easterbrook explained in the Feb. 27 *Washington Post National Weekly Edition*, the Muslim outrage over *The Satanic Verses* was fueled by the "almost total Western ignorance about fundamental tenets of Islamic religion" and "the Moslem world's quite justified feeling that westerners make light of their faith without bothering to learn such basic facts as that Islam is theologically a close kin to Judaism and Christianity."

"The western world prides itself on a free flow of accurate information," says Easterbrook, "yet its understanding of the Islamic faith...barely reaches the level of blockhead."

Religion is such a sensitive area that it sometimes seems easier and safer to neglect it when spending scarce collection dollars. The religious titles that *are* purchased usually reflect the faiths that are found in the community; in this country, that would make materials on Islam a low priority.

The "feel-good" message from the Rushdie affair is that libraries remain at the forefront of the fight to protect dangerous ideas; the constructive lesson to be learned is that libraries can do an even better job of helping people find out just *why* such ideas are so dangerous. If we take that lesson to heart, we'll have something to show for the controversy long after the last patron's name is finally off the waiting lists for *The Satanic Verses*.

—Gordon Flagg

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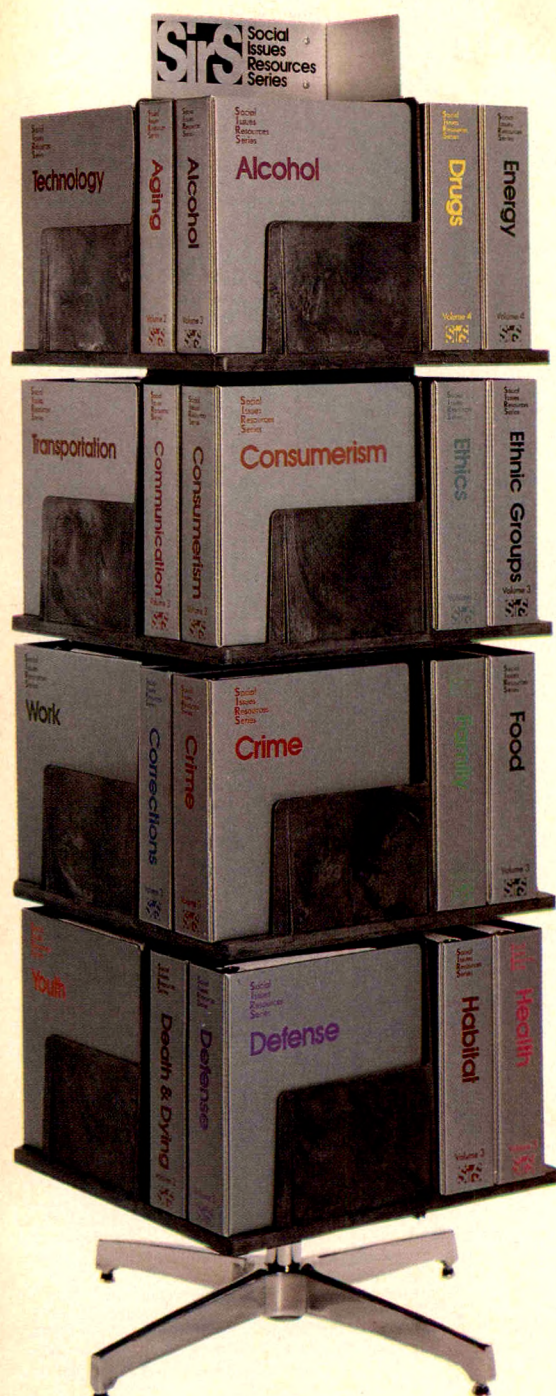
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## LC probe hints misuse of FEDLINK by military

At deadline, *AL* learned that a Library of Congress internal investigation points to misuse of the vast Federal Library and Information Network (FEDLINK) to bypass standard Pentagon procedures in awarding weapon-research contracts.

The network is administered by the Federal Library and Information Center Committee (FLICC), housed in LC. FEDLINK offers such automated services as online cataloging and interlibrary loan to 1,200 federal libraries and administers information and library services contracts for its members.

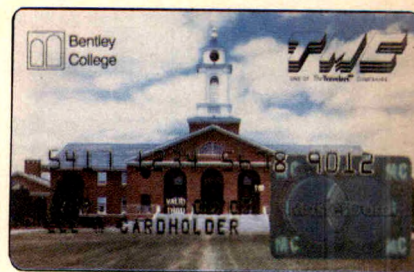
"We have ordered FEDLINK to cancel these contracts or transfer them to the proper Pentagon authorities," said Librarian of Congress James H. Billington.

The probe revealed that FEDLINK had been signing contracts for such non-information services as "an analysis, as-

sessments, and independent appraisals of the Navy's AH-1W Night Targeting System" and "development of a standard Missile-2 Security Plan." Procurement officers at various Army, Navy, and Air Force units apparently used FEDLINK to bypass special Pentagon rules on competitive bidding and other procurement procedures. The questionable contracts amounted to some \$45 million in FY1988, nearly half FEDLINK's '88 total.

The investigation of the contracts began in January after an audit of FLICC turned up the irregularities, said LC Inspector General John W. Rensbarger. Rensbarger told *AL* that his office was feeding information to the inspector general's office at the Pentagon, which was reviewing the military agencies involved. Rensbarger expected the investigation to be completed by mid-April.

—G.F.



**CREDIT WHERE BOOKS ARE DUE?** The Solomon R. Baker Library at Bentley College in Waltham, Mass., adorns this special edition MasterCard, giving new meaning to the term "book charge." Bentley alumni relations director Joseph Farragher says the "affinity card" promotion is a way to heighten appreciation for the "most recognizable building on campus," and the bank makes incentive contributions to the college every time someone signs up. So far, more than 600 alumni and employees have enrolled in this "Master's program." Alas, the college does not accept MasterCard for overdue fines.

## New York greets Jesuit director of NYPL with praise, qualms

Almost immediately, the February 23 appointment of Timothy S. Healy as president and chief executive officer of the New York Public Library began to generate controversy. Healy, president of Georgetown University since 1976, is a Roman Catholic priest of the Society of Jesus, the Jesuits.

In the *New York Times*, a reporter called the post "glamorous" and quoted Jesuit officials who said Healy will be "the most prominent Jesuit priest in America in a secular position of authority," but author Gay Talese asked how the new president will reconcile his Jesuit vow of obedience with principles of free speech. An editorial by Jimmy Breslin in *Newsday* questioned the wisdom of "giving the keys to a public library" to "a man with unquestioned obedience to his church."

Healy told the *Times* his \$100,000+ yearly salary will go to the Jesuit community, and the three-bedroom apartment on 94th Street the library provides for its president will be used only for hospitality.

In announcing the appointment, NYPL Chairman Andrew Heiskell said, "Father Healy is a first-rate intellect, scholar, and administrator... and his knowledge of city, state, and federal government will be

an asset in protecting the library's local and national role." Asked about the church/state issue, Heiskell told *AL* there was no issue: "Look at the record. If you have served as vice president of the City University of New York for seven years and you've done what Tim Healy has done at Georgetown, the record is perfectly clear."

As Georgetown president, Healy is credited with changing the face of the university, notably by raising its endowment from \$38 million to \$225 million, increasing the budget from \$112 million in 1976 to \$500 million in FY 1990, and increasing minority enrollment to 17%.

A Manhattan native, Healy has an AB in English and an MA in philosophy from Woodstock College in Maryland, a second master's in English literature from Fordham University, and a doctorate from Oxford University. He was ordained a Jesuit priest in Belgium in 1953.

Healy does not have an MLS, but Andrew Heiskell told *AL* none of the final 18-20 candidates did. He said NYPL librarians run the system but "want a manager, someone to speak for them" as presi-



Timothy S. Healy

dent. Asked to what extent current president Vartan Gregorian's precedent as a fundraiser and public figure influenced the search, Heiskell said, "We didn't go looking for somebody like Gregorian—they don't exist."

Healy is the recipient of a number of fellowships, and he has served as director and chair of the American Council on Education. He is the author of two books on the poet John Donne, as well as many articles, published in scholarly journals and such magazines as *Newsweek* and *Sports Illustrated*. He speaks five languages, including Spanish.

The New York Public Library system operates four research libraries and 82 branches, with an annual budget of \$127.6 million. The research libraries alone house more than 33 million items. Vartan Gregorian's presidency ends this month. Healy assumes the post in July.

—L.K.

## "Child Protection," tape destruction

## ALA joins two lawsuits, wins award for FBI opposition

ALA has joined as a plaintiff in two lawsuits—one initiated by a media coalition to oppose the Child Protection and Obscenity Enforcement Act of 1988, the other brought by the National Security Ar-

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chive (NSA) to prevent destruction of White House computer tapes. In addition, ALA has won the 1989 "Open Book" award from the American Society of Journalists and Authors for "its courageous stand in upholding Freedom to Read by exposing and opposing the FBI Library Awareness Program." ALA worked with NSA in opposing the FBI.

ALA Vice President Patricia Wilson Berger accepted the "Open Book" award at March 9 ceremonies in New York City.

Journalist/author Scott Armstrong and Senator Gaylord Nelson are also among the plaintiffs in the NSA suit, which was filed January 19 against former president Ronald Reagan, President George Bush, and the Archivist of the United States to prevent destruction of historically significant White House computer tapes documenting the electronic mail system used during the Reagan administration.

The legal challenge to the Child Protection and Obscenity Enforcement Act, filed March 14, names ALA, the American Booksellers Association, the Freedom to Read Foundation, and the Magazine Publishers' Association, among others, in a suit that challenges the law enacted in November and requiring any agency that distributes material with sexual content to document the ages of actors or models involved. —L.K.

## DOE maps library inroads in war on illiteracy

According to a new U.S. Department of Education study, the most telling indicator of library involvement in literacy education is not how badly a specific community needs the service, but whether local librarians see themselves as legitimate literacy education providers.

Defining literacy education as "learning opportunities for adults 16 and over who are not enrolled in secondary school," investigators Douglas L. Zweizig, Jane Robbins, and Debra Wilcox Johnson asked 6,697 public, academic, institutional, school, and state libraries about their literacy efforts. Some 40% responded to the 1987 survey.

Among the findings:

- Public libraries are most involved in literacy efforts, though community colleges, correctional institutions, and state agencies also offer programs.
- Most often, libraries offer support by maintaining collections of literacy materials. When libraries host remedial classes, volunteers usually staff them.

## American Libraries Washington Wire

**Bush's vague new budget.** By mid-March, details of the Bush administration's FY1990 budget revisions remained sketchy. Of the \$14.3 billion of proposed new initiatives, only \$441 million would go to education, reports ALA's Washington Office—and none of that is earmarked for libraries. However, libraries are among the domestic programs that are up for cuts to pay for the Bush initiatives. Office of Management and Budget Director Richard Darman calls them "a category that, from our perspective, is not as important."

**Library budget figures called "negotiable."** Bush administration representatives testified on the library budget before the House Labor-Health and Human Services-Education Appropriation Subcommittee March 8. Anne Mathews of the Education Department's Office of Library Programs said that a new legislative proposal called the Library Services Improvement Act (apparently a minor revision of last year's Library Improvement Act), authorized for \$137.2 million, would replace LSCA and HEA II. Asked whether these were Bush numbers or Reagan numbers, department officials said they were simply "the numbers," but stressed that library programs were in the "negotiable" category of the Bush FY90 budget.

**LSCA child-care amendments proposed.** A revised Intergenerational Literacy Act has been introduced as HR 957 by Rep. Olympia Snowe (R-ME). The bill would amend LSCA VI, Library Literacy Programs, to provide demonstration grants of up to \$40,000 for projects using older adult volunteers to provide after-school programs in libraries for children. The bill would also amend the Domestic Service Volunteer Act to establish intergenerational library literacy programs as "programs of national significance," which would have the effect of increasing the pool of volunteers upon which libraries could draw. A companion bill, S. 399, has been introduced by Sen. John Glenn (D-OH).

The Child Care Assistance and Resources Expansion Act (S. 409), introduced by Sen. Rudy Boschwitz (R-MN), would also amend LSCA to add a new title VII for grants to purchase and deliver children's books, videos, tapes, and toys to licensed or certified family-based or group child-care providers. Under a new LSCA title VII, Child Care Provider Library Program, \$12.5 million would be authorized for FY90-92 for competitive grants to state and local public libraries.

**Joint hearing set for ALA's Legislative Day.** Participants in ALA's April 11 Legislative Day are urged to attend a joint hearing on LSCA reauthorization, focusing on the program's accomplishments, set for 9:30 that morning. The House Postsecondary Education Subcommittee and the Senate Education, Arts, and Humanities Subcommittee chose that date knowing that a large audience of library boosters would be available.

**More WHCLIS advisors named.** The White House has announced two appointments to the 30-member advisory committee to the second White House Conference on Library and Information Services: Stuart Forth, dean emeritus of the Pennsylvania State University libraries, and Jerry S. Parr, a former Secret Service agent who is now president of a private security consulting firm. In addition, the Senate has named its final appointments: William Asp, director of Minnesota Library Development and Services, and Carol L. Wohlford, a Wichita, Kans., librarian and educator.

**Last chance to comment on electronic-info privatization.** The deadline for comments on the Office of Management and Budget's draft policy on electronic dissemination of government information (AL, Jan., p. 8) has been extended to April 10. Although the proposed policy, published in the Jan. 4 *Federal Register*, cites the importance of public information, it would direct agencies to turn to the private sector in many cases.

—Gordon Flagg

(Washington Wire draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for its contents.)

• Though libraries report growing involvement in literacy efforts, investigators caution that such programming is still treated as a special service, subject to the vagaries of grant givers and staff enthusiasm. To make a real difference, investigators suggest that librarians incorporate literacy activities into their libraries' mission statements—and budgets.

Published by the Office of Educational Research and Improvement, Library Programs, *Libraries and Literacy Education*

## AL SIDES ALA ALERT

### QUICK GUIDE FOR MEMBERS

- ▶ ALA and the profession respond to the Salman Rushdie affair: p. 288.
- ▶ ALA enters legal suits to fight Child Protection and Obscenity Enforcement Act and to prevent White House tape destruction, wins "Open Book" award for opposition to FBI: p. 279.
- ▶ National Library Week, April 9-15, begins ALA's Year of the Librarian: p. 368.
- ▶ IFLA to convene in Paris for 55th annual conference, Aug. 19-26: p. 368.
- ▶ ALSC cosponsors essay contest with *Cricket* magazine: p. 368.
- ▶ ALSC seeks site for Ashley Bryan's 1990 Arbuthnot lecture: p. 368.
- ▶ CAO survey results say Annual Conference *Official Program* is overweight: p. 368.
- ▶ Latest issue of *Library Technology Reports* examines fax machines: p. 372.
- ▶ Dallas Annual Conference announcements—a peek at programs: p. 368-372.
- ▶ Two new ALA Video tapes laud library trustees and grapple with career plateaus: p. 370.
- ▶ "Over There, Over There"—overdue. World War I pilot instruction manual sets ALA Headquarters record: 72 years late: p. 373.
- ▶ Template exchange, children's services project, election overhaul, a call for articles, and a computer files discussion group: "ALA Help Exchange," p. 372-373.

(065-000-00360-1) is \$9.50 and available from the Superintendent of Documents, Washington, DC 20402. —B.G.

## Valentines from voters in S. Carolina, Washington

Voters in Richland County, S.C., and Snohomish and Island Counties, Wash., passed library funding proposals by identical 72% majorities in February special elections.

On Valentine's Day, Richland County voters approved a \$27-million bond issue to fund a new main library in Columbia, two 20,000-sq.-ft. regional branches, three new branches, and the expansion of four others. Additionally, \$2.35 million has been earmarked for books and \$600,000 for automation enhancement. Richland County includes Columbia, state capital and home of the University of South Carolina.

 **Don't close the book on our children's future.**  
**ON FEB 14<sup>TH</sup> VOTE YES FOR THE LIBRARY**

### A reminder to Richland County voters

Despite northwest Washington's worst snowstorm in a decade, voters turned out to support the Sno-Isle Regional Library System's Feb. 7 request for a 47% levy increase. The new rate, which will generate a \$1.7-million budget increase for next year, prompted Sno-Isle Director Tom Mayer to tell *AL*, "It's nice to anticipate having a couple of nickels to rub together." The additional funds will be used to extend library staff and services in a system that spans rural areas and booming suburbs of Seattle.

Judy McClendon, Richland's community relations librarian, told *AL*, "Nothing is tied down right now," but acquisition and renovation of Columbia's Main Post Office building is being investigated and branch sites are being studied.

Both libraries conducted carefully planned campaigns to secure their election victories. Eligible voters in the Sno-Isle region were targeted to receive persuasive literature and a phone call a few days before the election.

Richland County Citizens for Better Libraries used the theme, "Don't close the book on our children's future. On February 14 vote YES for the Library." This slogan was repeated on postcards, voter pledge cards, and brochures. —T.G.

## Massachusetts "miracle" zaps academic materials budget

The 29 public institutions of higher education in Massachusetts are looking at a zero appropriation for acquisitions, unless a miracle comes along to undo the "miracle" that Gov. Michael Dukakis performed on the higher education budget during his campaign.

Bernard Franckowiak, director of libraries at the University of Lowell, reported to *AL* that the acquisitions budget for the schools had been slipped out of the state's operating budget and into capital expenses. Under operating expenses, "Educational Reference Materials" had been funded at \$7.5 million in FY89; a House committee recommendation of level funding for FY90 would have at least preserved that amount. But now the Reference Materials request finds itself in a capital budget that the state's legislators are determined not to increase. The bottom line: Zero funding for purchasing books, periodicals, and other materials in the 29 institutions.

A quick survey of the schools showed that only some \$1.6 million total can be scraped together to fund acquisitions. Short of a miracle, many of the institutions will have to cancel all periodical subscriptions and purchase no new books, says Franckowiak.

Not only do the schools measure up as have-nots against the state's private higher ed institutions, which usually have twice as much to spend; but if measured against the rest of the nation's state schools, they ordinarily rank last in per-capita spending per student. (Office of Education 1986 statistics). Now, with zero funding, they are even worse than last. To add to the indignity, the state turned down the heat and removed some light bulbs from the schools in February. —A.P.

## "CBS Evening News" lauds LAPL volunteers

*Ed. note: The following story is based on a special report to American Libraries from Robert G. Reagan, Los Angeles Public Library public information director.*

Mythology's phoenix became Dan Rathner's metaphor March 1 when he introduced a three-minute "CBS Evening News" report on Los Angeles Public Library's efforts to recover from a devastating 1986 fire (*AL*, June 1986, p. 384-6). David Browning, senior producer, presented the piece, focusing on the phenomenal volunteer response to the library's call for help.



**Local television news coverage helped recruit volunteers to Los Angeles Public Library's reshelving efforts. The phenomenal volunteer response caught CBS' eye. Senior Librarian and volunteer coordinator Joyce Albers directs two of the more than 1,100 volunteers.**

"...hundreds of volunteers have turned out to help the library staff," said Browning, "helping to clean the books, to sort, to file, rebuilding, book by book, shelf by shelf."

Faced with cleaning and reprocessing some 700,000 books returning to the library after three years of freeze drying, LAPL knew help was needed. A massive campaign to alert citizens to the library's need was mounted, and response—from individuals and organizations—was great enough to interest CBS.

First to answer the call was a group from the Internal Revenue Service. IRS staffer Chris Orozco said it was a "thank-you to the library for distributing tax forms" (*AL*, Jan., p. 17). Local TV stations covering the story brought more help—an Eagle Scout who earned a merit badge by recruiting and supervising 17 volunteers, and the cheerleading squad from Marshall High School. One volunteer, Francis Knight, had logged over 200 hours at the time the report aired.

Corporations were also generous. When the library ran short of book trucks to support simultaneous reshelving efforts on eight floors, Vons Markets loaned 50 shopping carts. Carter, Hawley Hale Stores is buying one book to honor each employee who volunteered 20 or more hours, and IBM is providing four hours' paid time off for their employees to volunteer.

By the March 1 CBS telecast some 1,100 volunteers, individuals as well as 180 groups, had contributed more than 7,500 hours of work. Directed by dedicated LAPL staff, they have succeeded in reshelving more than half the Central Library.

David Browning concluded the CBS report: "Anyone who loves books should take heart at a time when books and their ideas are still under siege around the world. Here they have brought books, hundreds and thousands of them, back to life."

—T.G.

## Preservation pledge from authors, publishers

Commitment Day brought 46 authors and 40 publishers to New York Public Library to sign a declaration of intent to use acid-free paper in first printings of quality, hardcover trade books.

The March 7 declaration, sponsored by Authors and Publishers for the Preservation of the Printed Word, cited the need to "preserve the printed word and safeguard our cultural heritage for future generations." Attendees were invited to compare deteriorating books in the library's stacks with 15th-century volumes in fine condition.

Signatories included Nora Ephron, Tom Wolfe, Barbara Taylor Bradford, and Norman Mailer, and publishing heads Robert Bernstein of Random House and Jeremiah Kaplan of Simon & Schuster.

Concern about book deterioration has increased markedly since publication of the Council of Library Resources 1982 study on book longevity. Other significant events in the preservation campaign include:

- 1984 - American National Standards Institute (ANSI) adopts permanent paper for library materials standard.
- 1986 - Commission on Preservation and Access founded.

- 1987 - First airing of film "Slow Fires" on PBS.

- Jan. 1988 - ALA resolution urges publishers and governments to use permanent paper

- Sept. 1988 - NEH Office of Preservation budget increased from \$4.5 million to \$12.5 million.

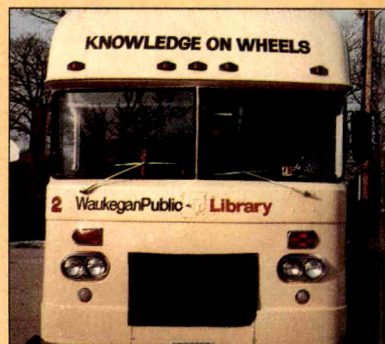
- Oct. 1988 - First international conference on preservation and acid-free paper.

—T.G.

## CHALLENGE AL ASIDE

### 27 YEARS AND COUNTING

A Gerstenslager bookmobile, in service since 1962 at the Waukegan (Ill.) Public Library, hit *American Libraries Challenge* No. 1 head on—and drove away unscathed by the competition. It wins "the oldest bookmobile still running" challenge but doesn't stand a chance as the oldest-looking. A 1983 overhaul enables "Knowledge on Wheels" to visit seven elementary schools every month. "We might not have the oldest bookmobile," wrote Extension Department Head Lois M. Murphy, "but we have the best-looking, inside and out, and the best statistics." Are we proud or what?



*Waukegan's Gerstenslager possesses an ageless beauty, no doubt from holding so many happy children over the years. At 27 it won the "oldest bookmobile" Challenge. Can you detect the smile?*

**AL Challenge No. 3: Does the beveled window in your library's highest turret offer a peek at a babbling brook? Does the balcony hang over an olive grove? Can you see the Grand Canyon from the circulation desk? "Show us the best view from a library."**

The rules: Send a clear color snapshot, identifying both library and view, to Debra McDade, *American Libraries Challenge*, 50 E. Huron St., Chicago, IL 60611. Enclose postage if you want materials returned. Deadline: May 31.

## Mass. LA recommends \$27,554 as minimum entry-level pay

July 1 the Massachusetts Library Association will boost its recommended entry-level salary for librarians to \$27,554, a 20% jump over the \$22,000 it now recommends beginning professionals receive.

The association's new suggested minimum exceeds all other entry-level salaries recommended for librarians to date. One

of the first groups to propose a minimum salary for librarians, MLA established its first minimum, \$15,873, in 1985.

To arrive at its new recommendation, MLA used a formula that compares compensation for beginning librarians to that for beginning teachers, who must earn at least \$20,000 by state law. MLA's formula then factors in \$1,500 for MLS holders and 6.8% for inflation.

For librarians who want to compare their wages to specific community standards, the association suggests that MLS holders receive 20% more than is earned by local teachers with master's degrees, to compensate librarians for working more days per year.

In adjacent New Hampshire, the library association has suspended its previously recommended \$17,500 minimum while it considers adopting a similar formula.

—B.G.

## School library angels land in New York City

For the first time since 1975, New York City will soon begin adding new libraries to its school system, thanks to a just-announced \$7.5 million agreement between the city's Board of Education and the DeWitt Wallace-Reader's Digest Fund.

Dubbed "Library Power," the three-year project will launch up to 100 library/learning centers. Administered by the American Reading Council, the project's manager is Helen M. Earles, former director of library services for Waycross (Ga.) College. Jean Pelletiere, former librarian of Union College, Schenectady, N.Y., will assist her as library programming director.

All 632 New York City public schools

may apply for funding. Those selected will get library/learning centers patterned after ARC's lauded 1981 prototype in East Harlem, the "Friendly Place," which is still in operation. To qualify, a school must commit building space to house the center, its book budget for collection development, and a full-time professional to run it. In turn, DeWitt Wallace will pay for space renovations, provide matching funds for acquisitions, and offer mini-grants. All together, DeWitt Wallace has committed \$3 million to the project.

Lamenting New York City's school librarian shortage, ARC executive director Julia Reed Palmer told *AL* that providing in-service training in library science is essential to the "Library Power" concept. Describing the school librarian's role as being "on a par with the assistant principal," she hopes the program will inspire talented teachers to seek their MLSes. —B.G.

## news in brief

**Godwin named *WLB* editor.** The H.W. Wilson Co. has appointed *Wilson Library Bulletin* assistant editor Mary Jo Godwin to the post of editor. She succeeds Milo Nelson, who resigned at the end of 1988.

Godwin, who joined *WLB* as assistant editor in 1985, served as Edgecombe County (N.C.) Library director from 1977 until her initial *WLB* appointment. She earned the MLS in 1973 from East Carolina University.

Godwin stated that her promotion comes "...at a critical point in the magazine's [75-year] history. Just as libraries are evaluating their roles, so must *WLB*. The new editor needs to be a good manager and public relations person in order to perpetuate the standard—'Library Journalism at its Best.'"



## AL SIDES IMAGE

HOW THEY'RE SEEING US



New coiffure: bowl haircut

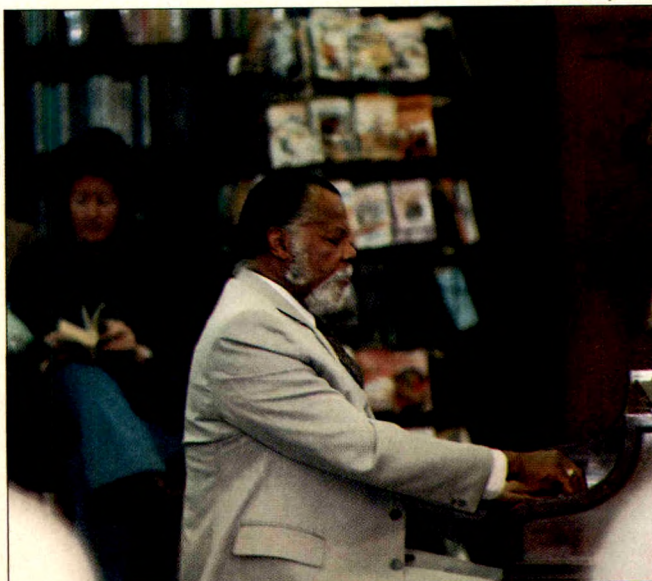
►A former librarian [unnamed] was quoted in the Feb. *Savvy Woman* for singling out librarians as most guilty among people in academia of dressing like they're wearing drapery. "It's kind of the Governess Look," she said, "lots of tweeds and dull colors, sturdy materials and sensible shoes. And next time you're around a lot of librarians, check out how many of them have bowl haircuts." Mary Larson of Concordia College library, among others, sent the tearsheet.

►Also dumping on our profession recently was clothes designer Mr. Blackwell. His worst-dressed women of the year list ranked Marilyn Quayle, wife of the vice-president, fourth and characterized her as "a 1940 unemployed librarian." Thanks to many readers for clippings ranging from *USA Today* to *Chronicle of Higher Education*.

►Not bad—In the Feb. 5 *Parade* Sunday newspaper magazine, popular musician Barry Manilow tells an interviewer about his past association with Bette Midler. "She's amusing," he said, "but she's actually very serious and bright—and quiet. I always say she has the soul of a librarian." —E. McC.

Mary Obst

## MAKING MELLOW TOMES



Pianist Ernie Swann caressed the ivories at Detroit's Downtown Library Feb. 28. The central business district branch is celebrating its tenth season of "Noontime Concerts." The brown-bag series takes over the fiction room for an hour every Tuesday, and local singers and musicians deliver jazz and classical repertoires to a luncheon crowd that often tops 100.

Give your readers the best

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Newbery/Caldecott Display Kit	K436	\$50 x	pks.	
Coretta Scott King Awards	57285C	\$20 x	pks.	
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Newbery gold seals (25 qty.)	52828N	\$ 5 x	pks.	
Caldecott gold seals (25 qty.)	5281XC	\$ 5 x	pks.	
Notable Books	57218N	\$20 x	pks.	
Notable Books camera-ready sheets	57226N	\$10 x		
Notable Children's Books	57234N	\$20 x	pks.	
Notable Children's Books camera-ready sheets	57242N	\$10 x		
Best Books for Young Adults	57250B	\$20 x	pks.	
Best Books for Young Adults camera-ready sheets	57269B	\$10 x		
Outstanding Fiction	5698XO	\$20 x	pks.	
Outstanding Biographies	56998O	\$20 x	pks.	
Outstanding Books on Fine Arts	57005O	\$20 x	pks.	
Outstanding Books on Theater	57013O	\$20 x	pks.	
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**Celebrate the Year of the Young Reader with ALA booklists!**





**LOVE AMONG THE RUNES.** The Amsterdam (N.Y.) Public Library and the Old Metairie (La.) Branch Library were wedding settings recently for two couples whose lives have been touched by library activities. Yvette Baldizon and Victor Hugo Gonzalez (left) are enrolled in Amsterdam's English-as-a-second-language classes. The town justice who presided at their ceremony is coordinator of the program. Deborah Baldwin and Greg Gilstrap (right) are library science students at the University of Southern Mississippi. They met over homework at the university library and decided a library was the perfect spot to tie the knot.

**Anchorage librarian vindicated.** More than one year after Keith Revelle lost his job as Anchorage (Alaska) municipal librarian (*AL*, Mar. 1988, p. 157), an Alaska superior court has ruled that Mayor Tom Fink wrongfully dismissed him and must reconsider the action. Anchorage's library director serves at the discretion of the mayor.

The March 10 decision stated that the library's Advisory Board violated the state's Open Meetings Act in November 1987 by meeting secretly to recommend Revelle's dismissal to then-Mayor-Elect Fink. State law prohibits public bodies from taking action behind closed doors.

The court also enjoined the mayor from hiring a permanent replacement until it decides whether Revelle is entitled to back pay.

Last fall, the mayor rejected a search committee's choice to replace Revelle, citing a lack of Alaskan candidates. A six-month, \$12,000, nationwide hunt drew 19 non-Alaskan applicants. Another search has begun.

**Network management.** Rosary College Graduate School of Library and Information Science (River Forest, Ill.) will sponsor a week-long, residential Library Network Management Institute, May 15-19. U.S. Department of Education funding will allow 75 library professionals to attend without charge for tuition, lodging, or meals. Reading materials will be provided to those accepted two weeks before the institute begins.

An outstanding faculty has been recruited for the Institute: Rowland Brown, recently retired president and CEO of OCLC; Richard Dougherty, professor at the University of Michigan GSLIS and former director of libraries at Michigan; Pat Molholt, associate director of libraries at Rensselaer Polytechnic Institute; and William Welsh, recently retired Deputy Librarian of Congress.

Beverly Lynch, University of Illinois/Chicago director of libraries, will chair a participant selection committee. Applications are available from Rosary College GSLIS, 7900 W. Division St., River Forest, IL 60305. Deadline for applications is April 15.

**School library arson toll \$2 million.** Arsonists set five separate fires in the Southfield (Mich.) High School library February 20, causing \$1 million in structural damage and another \$1 million in damage to materials and contents. Olivia Dyson, assistant principal, told *AL* two former Southfield students were arrested February 27 and charged with setting the fires. Approximately 75% of the library's 25,000 volumes have been salvaged and shipped to Chicago for freeze-drying. School librarian Helen McAskin, who helped sift through the debris, told the Detroit *Free Press* she felt the vandals had burned "the heart of the school." Southfield High was closed for three weeks following the incident, but classes were moved to a neighboring school.

**R is for reasonable.** Arlington Heights (Ill.) Memorial Library officials and concerned parents have agreed on a policy for lending R-rated videos to minors, a practice formerly prohibited. When the library board considered a policy that followed ALA guidelines equating videos, regardless of rating, with printed materials, some parents opposed the change.

Arlington Heights resident Donna Mulheim, presenting a petition with some

(*News Fronts cont. on p. 376.*)

## LIST AL ASIDE

### DOES ALA OVERDUE IT?

Are ALA dues high, low, or just about right for the benefits received? We've listed membership count, average salaries,\* and basic dues for the associations below to help you decide. Conference fees, ranging from \$75 (ALA) to \$225 (ABA) are among the many variables to consider. All memberships include one or more publications.

- ▶ *American Library Association:* 47,000, \$20,874, **\$75.**
- ▶ *American Medical Association:* 283,800, \$72,840 (general practice) to \$203,570 (neurosurgery), **\$400.**
- ▶ *American Bar Association:* 352,000, \$46,000 (government) to \$101,000 (private), **\$25 to \$180** (after 10 years in practice).
- ▶ *American Dental Association:* 148,000, \$59,000 (general practice) to \$100,000 (specialties), **\$243.**
- ▶ *National Education Association:* 1.9 million, \$24,762 (elementary) to \$26,086 (secondary), **\$78** (plus mandatory state dues).
- ▶ *American Institute of Architects:* 55,000, \$30,000, **\$150.**
- ▶ *American Society of Civil Engineers:* 1 million, \$38,000 (government) to \$42,677 (private), **\$95.**
- ▶ *American Nurses Association:* 190,000, \$23,900 (R.N.), **\$55** (paid as part of state dues, which vary from \$100 to \$300).
- ▶ *National Association of Social Workers:* 120,000, \$27,300 (hospital) to \$31,800 (government), **\$120.**
- ▶ *American Chemical Society:* 138,000, \$38,600 (government) to \$41,500 (private), **\$82.**
- ▶ *American Historical Association:* 13,000, \$29,600, **\$20 to \$60** (depending on salary).

—L.K.

\*Salary averages for professions, 1986 figures, *Occupational Outlook Handbook*, 1988-89 ed.

# Library community responds quickly, actively to Rushdie events; determined to stock novel

Libraries diplomatic but firm on *Satanic Verses*; waiting lists for book

by Gordon Flagg

**A**S BOOKSTORE CHAINS around the country pulled copies of *The Satanic Verses* from their shelves, most libraries found themselves facing the opposite problem: although they were eager to supply patrons with the book, they were unable to obtain enough copies to fill the demand created by the Ayatollah Khomeini's mid-February death threat against author Salman Rushdie. Both public and academic libraries reported back-ordered copies and long waiting lists.

By mid-March, ALA had received only one report of a library pulling the book from circulation. Staff members at the library, a medium-sized public library in upstate New York, requested anonymity while they tried to talk the director into returning the work to the collection.

Other libraries faced pressure to remove the title from their collections. At Ohio University in Athens, the Moslem Student Association met with University President Charles J. Ping Feb. 21 to request that the book be withdrawn from the library. The library provided Ping and Provost James Bruning with copies of ALA's Library Bill of Rights and other materials on intellectual freedom, and the following day Bruning released a statement:

"The University is sympathetic to the sensitivities of the various religious groups, but we cannot let sympathy set the standard of intellectual pursuit and creativity on campus. Our intention is to keep *Satanic Verses* in the reserve collection, where it will be available to library users. The basis for our position is the Library Bill of Rights adopted by the American Library Association



Pulitzer-Prize-winning author Studs Terkel is interviewed at a Feb. 23 rally in support of Salman Rushdie at the Chicago Public Library's Cultural Center. Some 400 people gathered to hear a panel of writers, including novelist Larry Heinemann (*Paco's Story*) and journalist Gary Wills, denounce Ayatollah Khomeini and attempts to halt distribution of *The Satanic Verses*.



tion 40 years ago and the Association's statement on the Freedom to Read."

University Librarian Hwa-Wei Lee told *AL* he was delighted with the strong position taken by the administration. He also cited the controversy as an opportunity to educate the campus community on intellectual freedom principles; at a Feb. 22 rally in support of the book, library staff distributed copies of the Library Bill of Rights.

In what appeared to be the sole threat of violence made against a library, a male caller phoned the University of Louisville's Ekstrom Library Feb. 21 and said, "This is the Islamic Jihad and if you don't get rid of *The Satanic Verses*, we will blow you up," according to a report in the campus newspaper. The March 2 *Louisville Cardinal* story added that the school's Department of Public Safety chose not to evacuate the building because the call, which it classified as "terroristic threatening," was not a full-scale bomb threat and gave no specific time or other details. *AL* learned that the library was vandalized a few days before the call, but no connection with the threat was established.

University Librarian Martha Alexander Bowman told the *Cardinal* that the threat would not affect the library's treatment of the book. "We are very much committed to individual freedom and the First Amendment, and for that reason we do not censor books," she said. "No threat will change that." She told *AL* in early March that the waiting list for the library's one copy of the book was "long and growing by the day." Another three copies were on order.

At many libraries, *The Satanic Verses* and other works by Rushdie have been removed from the open stacks for security reasons. For example, at the University of Oklahoma at Norman (which has a large Islamic population), Rushdie's books have been placed in the "preservation area," where they must be retrieved by a page. Director of Library Public Services Wilbur Stolt called this "a precautionary measure"; there has been no trouble reported on campus or in the library, and *The Satanic Verses* is still on order.

Not all libraries gave the title the "reserve" treatment. City Librarian Rick Ashton told *AL* that Denver Public Li-

**Gordon Flagg**, senior editor of *American Libraries*, covers many intellectual freedom stories for *AL News Fronts*. Research assistance for this report was provided by AL staffers Susan Carton, Beverly Goldberg, Leonard Knifel, and Edith McCormick.

brary (which had 11 copies of the book, with a waiting list of 69) never resorts to closed stacks. He objected to libraries restricting access to the book, even to avoid theft. "Even if I thought people were going to take all the copies, I wouldn't make a game out of it," he said. "I'd figure out how to replace the copies."

In another city with a large Muslim population, the District of Columbia Public Library has 11 copies of the book and a long waiting list. Director Hardy Franklin told *AL* he would never consider pulling the book over the controversy. "The Bible is considered controversial to some, but we have it in every branch, and we aren't going to treat this book differently."

## Distributors deal with demand

Book distributors struggled to meet the library demand for the title. Senior Vice President of Marketing Michael Strauss told *AL* that Baker & Taylor had shipped out every available copy. "We received 30,000 copies of *Satanic Verses* for library distribution last week, of which 28,000 were committed and shipped on back order," said Strauss. "If a librarian sent an order and we had the book, we shipped it to the library. If librarians allowed us to back order the book for them, we provided it."

Strauss said Baker & Taylor had reordered another 30,000 copies. "We're trying to project the market demand for the book and fulfill all customer needs," he added. "The publisher has been keeping the location of the binderies secret of necessity, so we only know they're coming when we get a phone call and someone says, 'They're ready—We're putting them on the trucks now.'"

"In all of our discussions, we at Baker & Taylor have never even considered withholding the book from our customers," said Strauss. "We can help them by providing *Satanic Verses* as expeditiously as possible—that and any other book."

Ingram Library Services declined to comment to *AL* on how it has handled demand for the Rushdie book.

## An Islamic librarian comments

Zahir Mahmoud emigrated to the U.S. from Afghanistan in 1981. An MLS-holder from the University of Rhode Island, he works at the Falls Church (Va.) Public Library. "I haven't read the book yet, but no matter what the content, it would be against freedom of expression for libraries to suppress it," he told *AL*. "Professionally, I think it's okay for libraries to have the book. . . . Personally, I say the book can't destroy my faith, even if I do read it."

## In support of the publication of Salman Rushdie's book THE SATANIC VERSES

FREE PEOPLE WRITE BOOKS  
FREE PEOPLE PUBLISH BOOKS  
FREE PEOPLE SELL BOOKS  
FREE PEOPLE BUY BOOKS  
FREE PEOPLE READ BOOKS

In the spirit of America's commitment to free expression we inform the public that this book will be available to readers at bookstores and libraries throughout the country.

American Booksellers Association  
Association of American Publishers  
American Library Association

The Feb. 22 New York Times advertisement, taken out by ALA, the American Booksellers Association, and the Association of American Publishers.

Khomeini does not speak for all Muslims, and certainly not for me."

Mahmoud's library does not yet have the book, but Director Deane Dierksen said (continued on p. 374)

## THE SATANIC VERSES' CONTROVERSY Librarians protest book's removal

Local officials rally outside Galleria store

By Terri Hall

Charles Giamone of Harrison, and the U.S. Navy, currently serve on leave after a six-month cruise on the Mediterranean, went to the Galleria shopping mall in White Plains yesterday to try to pick up a copy of the book.

"Every little bit of information helps," said Giamone, who is stationed in Orono, Va. "God forbid I get shot down over Lebanon or one of those other places and not understand what I'm getting into."

But Giamone couldn't get a copy of "The Satanic Verses," the novel by Indian-born British author Salman Rushdie that has been condemned as an insult to Islam by Ayatollah Khomeini, who has offered a reward to anyone who kills Rushdie.

Outside Waldenbooks, near the Galleria Level Food Court, about 15 librarians in the Westchester Library System, tried to hand out leaflets protesting Waldenbooks' removal of the controversial novel from its shelves.

"This is in response to a threat from a foreign dictator," said Maurice Freedman, director of the library system, which includes 26 public libraries and about 220 librarians. "I see it as a threat to democracy, a threat to librarians and a threat to every citizen's access to information."

But the librarians, some of whom carried posters that read "Free people publish books. Free people read books. Free people think," said the store has been sold out of the book, but plans to return it in about two weeks.

But Freedman said the librarians were there to "protest the withdrawal from reasonable distribution and the play of the book."

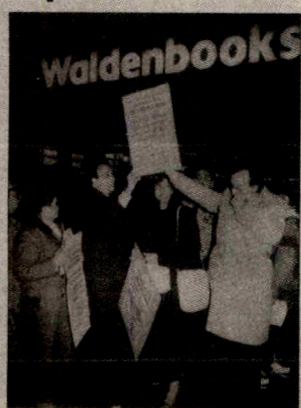
"Librarians are a profession aware of their role as they are," Freedman said.

### County libraries awaiting copies

The Westchester Library System has ordered copies of "The Satanic Verses" for 26 of its member libraries, but has not yet received them.

Several of the libraries, including White Plains, Dobbs Ferry, Harrison and Scarsdale, which ordered the book on their own, have copies in circulation and reserve waiting lists.

The Harrison library, for example, "unfortunately" has only one copy, said library director Sandy Miranda. "We have seven people on reserve and another copy on order."



A security official, third from left, grabs a sign held by Robert Trudell, of the Greenburgh Public Library, outside Waldenbooks' Galleria store yesterday. Under the sign is New Rochelle's Patricia Anderson. At left is Ellen Viggiano of the Westchester Library System.

Free said. "We're deeply concerned with freedom of speech and free access to information, and Khomeini's threat to this author's life we see as a threat to civil and religious liberty everywhere, and a terrible precedent."

"Any threat, any fundamentalist group with a burning need, if allowed to make threats about what bookstores can have and about what librarians can have, has to be stopped," Freedman said.

Freedman said he recognized that

country like ours should worry about threats from that Islamic over there," Giamone said. "The fact that Muslims are threatening death to someone reflects that fact that the ayatollah is out of his mind. They're getting our people against each other in the point where a book chain is telling us what we can and cannot read."

Giamone tried to buy the book at Waldenbooks, two floors up on the Galleria's Sixth Floor Fashion Level, but the store had sold out of the book last week and was awaiting a new shipment.

John and Kathy McLoughlin of Yorkville, shopping at the mall, said they were surprised but supportive of the librarians' demonstration.

"It's crazy," Bob McLoughlin said. "That whole group over there is kind of crazy, anyway. I'd like to read the book now, just to see what it's all about."

A Galleria official, who refused to give his name, said other shopping center protesters to leave. "We give them a license to come into the mall to shop. It's not a place to demonstrate."

Patricia Anderson, director of the New Rochelle library, said she didn't take the librarians' removal personally.

"They're here to make money and we're here to make a profit," she said. "Bookstores are not just selling another commodity. They have a responsibility for the fact that they're dealing with the life of the mind."

Eugene Milligock, director of the Mount Vernon library, said he had received threats after showing the film "The Godfather" while at the New Rochelle library.

Robert Trudell, director of the Greenburgh library, said he received threats from the Jewish Defense League as did Freedman, when Greenburgh showed a series of films on the Soviet ballet.

"This kind of thing is not unique," Milligock said. "Threats come all the time."

But for Amy Smith, a public relations consultant for the library system, there was a difference in the nature of the previous threats. "No one before has said that you'll be rewarded if you kill."

"The tolerance of ideas is essential to our society," and Beverly Harris of the library system.

"I think it's ridiculous that a free

### Rushdie hiding, not out of work

The Associated Press

LONDON — Salman Rushdie has been in hiding for 10 days under a death sentence from Ayatollah Ruhollah Khomeini, but he has fulfilled at least one literary contract: a review of fellow novelist Philip Roth's autobiography.

In the review for the weekly *Observer* newspaper, Rushdie is said to hint at a feeling of triumph with the American Jewish author, whose portrait of the fellow Jew got him into trouble.

Rushdie says he found Roth was not writing, but he had been writing. "I found him writing," he said yesterday.

Roth was attacked in the 1980s by his religious, personal descriptions of Jewish life, especially in his novel "Portnoy's Complaint."

The book Rushdie reviewed is "The Facts of the Matter," an autobiography in which Roth records his Jewish origins.

## Librarians protest Waldenbooks' policies

In Westchester County, N.Y., some 25 librarians staged a Feb. 23 protest in front of a Waldenbooks store to oppose the chain's decision to pull *The Satanic Verses* from its shelves.

Minutes after the protest began at the Galleria shopping mall in White Plains, the librarians were evicted by security guards. Before they were hustled out of the mall, the group distributed leaflets reading, "As concerned librarians, as citizens who believe in free speech, and as citizens who are repelled by the denial of access by the public to information, we deplore the action—a form of censorship—taken by Waldenbooks, B. Dalton, Barnes & Noble, and all other stores, who removed *Satanic Verses* from their shelves."

"Your local library will have copies freely available to the citizens of Westchester County, just as soon as they are received," the statement concluded.

"Librarians as a profession aren't perceived for all that they are," Maurice Freedman, director of the Westchester Library System, told the *White Plains Reporter Dispatch*. "We're deeply concerned with freedom of speech and free access to information, and Khomeini's threat to this author's life we saw as a threat to ideas and libraries everywhere, and a terrible precedent."

"They're here to make money, and we're here to make a point," New Rochelle Public Library Director Patricia Anderson said about Waldenbooks. "Bookstores are not just selling another commodity. They have a responsibility for the fact that they're dealing with the life of the mind."

—G.F.

The Feb. 24 White Plains Reporter Dispatch featured prominent coverage of the librarians' protest.

# reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

*American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or may be edited to fit space. Letters can be faxed to AL at 312-440-0901.*

## Pikes Peak crisis: Dowlin responds

I MUST COMMENT ON THE PIKE'S Peak Library District news story (Jan., p. 10-14). I had ignored the newspaper stories, since it is difficult to win a mudslinging contest with newspapers and my professional courtesy led me to believe that the "story" would receive its proper burial. However, the account in *AL* could lead readers to infer that I was either dishonest or incompetent.

Nearly a year after leaving PPLD I received a call from a reporter for the Colorado Springs *Gazette Telegraph*. This newspaper consistently opposed all three of the elections that I engineered for increasing PPLD's budget. The newspaper's editorial position is that there should not be public libraries, nor public education. When the reporter asked if

I knew that there was a fiscal crisis at PPLD it was totally out of the blue. It was the only news medium that carried the story at the time because it loves to make a mountain out of a molehill where public agencies are concerned. *Even the newspaper admits that there were no funds missing or misappropriated.* The reporter's statement that I take no responsibility is grossly unfair; I stated that I could not take responsibility for responding to the audit since I hadn't seen it and didn't even know that there was a problem. I had nothing to do with the 1988 budget, having left before the budget preparation started.

A shortfall of \$200,000 out of nearly \$10 million (my math tells me that is 2 percent) when Colorado Springs has been suffering from a declining economy for the last couple of years is not particularly outrageous. I am sure that the revenue estimates for the budget were nearly 12 months old at the time that a problem was discovered. But to attribute the shortfall to my administration is quite outrageous since I had nothing to do with the 1988 budget. (I have no idea what happened to the monthly reports of revenues, expenditures, and fund balances that I had presented to the

Trustees for over 12 years.) To say that an audit had not taken place since 1985 is misleading since the 1985 audit was done in 1986 and the 1986 audit (which was due in 1987) was started before I left.

It is very difficult for a director who has changed positions to refute news stories of past incompetence, particularly when the director still has a high regard for all those people who contributed to the library's success; but when stories keep appearing I must take a stand. I am confident that my record of leadership for PPLD has been honest and more than competent. The sad part is that those employees who provided many extra hours of service and great quantities of creative energy to move PPLD from mediocrity to magnificent are the losers, as is the community which does not understand what is going on.

KENNETH E. DOWLIN, *ALA member, San Francisco (Calif.) Public Library*

## Idea of the "Year"

REGARDING THE ITEM ON THE "Year of the Young Reader" (Feb., p. 106), Let's give credit where credit is due: The idea for the Year of the Reader and Year of the Young Reader came from Patricia Holt, book editor of the *San Francisco Chronicle*. Holt has been very active in revitalizing books for young readers in the newspaper's book review and has taken a real interest in school and children's librarians and their importance. In her opinion columns and speeches she continues to alert the public about what's good and what's not so good in librarianship for youth.

Why not highlight the fact that the Year of the Young Reader found its wings somewhere in Patricia Holt's teeming brain? She is a person who makes a difference in a state that is 50th among the 50 states in provision of library service in its schools. When we think we are forgotten, Holt tries to remind people that we should not be.

RUTH I. GORDON, *ALA member, Cloverdale, Calif.*

## "Terrorist" ad draws fire

I HAVE ALREADY WRITTEN OCLC to protest the totally inappropriate advertisement that appeared on the inside front cover of the February *American Libraries*. I am now writing to ask how *American Libraries* could ever have accepted the ad in the first place. It took a couple of minutes to sink in that I was actually reading my association's journal. Perhaps I'd gotten *Soldier of Fortune* by mistake! I can think of nothing better cal-

(Continued on p. 293)

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## Plagiarism and confidentiality in the high school library

*The following letters respond to the question posed by the ALA Ethics Committee (Feb., p. 123) to stimulate thought on professional ethics: After helping a student gather articles on the save-the-whales movement, a school library media specialist sees one of the articles published in the school newspaper and attributed to the student. Should the librarian report the plagiarism?*

AS A SCHOOL LIBRARIAN, I FEEL THE answer to the question is clear: the librarian should tell the student she is aware of the plagiarism and will tell the social studies teacher unless the student agrees to do so himself. We are *teachers* as well as librarians, and we have a responsibility to see that students become honest scholars, not just famous ones. No public embarrassment is necessary, but students need to know early on that stealing someone else's work is wrong.

I respect the librarian-patron relationship, which is why I would speak to the student directly and offer him the opportunity to resolve the matter himself. However, I feel the teaching role of a school librarian takes precedence over that relationship in this situation.

ROSE M. KENT, ALA member,  
Finneytown High School library,  
Cincinnati, Ohio

ETHICS IS A QUESTION OF RIGHT AND responsibility. The situation is a clear violation of appropriate student behavior. Almost every academic institution has a code of behavior that addresses plagiarism. These codes clearly indicate that this behavior is wrong and must be reported when discovered. The confidentiality principle was no longer operant once the student's work was published. In fact, it is not necessary for the school library media specialist to even disclose the student's use of library materials. Any reader who knows the piece could bring it to the attention of the appropriate authority.

Your other questions deal with the level of public humiliation required. While a letter to the student newspaper may not be required, discussion with the student's social studies teacher is necessary. The librarian is a member of the instructional team and has a professional responsibility to meet as a member of that team. School practices and policies should dictate the next level of action.

ARTHUR L. FRIEDMAN, ALA member,  
Nassau Community College library,  
Garden City, N.Y.

THE LIBRARIAN SHOULD DISCLOSE this plagiarism to the teacher. Education of the student is the primary goal of both librarian and teacher and supersedes the librarian-client relationship. The student's interests would not be served by ignoring this incident. The teacher (and/or librarian) can

explain plagiarism to the student. He/she may be given an opportunity to rectify the error by submitting another essay.

An announcement in the student newspaper exposing the student should not be made. The plagiarism could have been a case of ignorance. Did the student know the "best" essay would wind up being published in the newspaper? I doubt it.

RUTH GOODWYN, ALA member,  
Mountain Brook (Ala.) High School library

ALTHOUGH THE LIBRARIAN ENJOYS no privileged relationship with the student, it is inappropriate for her to disclose the plagiarism to anyone without first discussing it with the student. Her institutional responsibility is to the student's education, a responsibility that supersedes her self-imposed, professional commitment for confidentiality.

First, she should counsel the student, giving him the option of voluntarily disclosing the plagiarism. If the student refuses, it is her duty to contact the teacher or student newspaper. Because the essay was recognized in a public forum, the error must be likewise corrected. Had the student written the paper for a class taught by the librarian, she would have more discretion in making a determination about actions against the student.

This course of action is fair to the student and allows the librarian to fulfill her professional responsibilities as an educator.

ARTHUR W. HAFNER, ALA member,  
American Medical Association,  
Chicago, Ill.

WHEN DETERMINING THE ETHICAL obligations of the school librarian upon recognizing that material obtained in the library has been plagiarized by a student, one must first recognize that a code of ethics—that of intellectual honesty—has already been violated by the student, who, either purposely or unconsciously, has represented the work of another as his/her own. This type of dishonesty is inherently as damaging to the fabric of the school community as a common theft.

The librarian in a school setting, should consider him/herself a teacher; in addition to subject instruction, a teacher guides students in the formation of their values and is obliged to uphold principles of ethics as they affect the larger school society.

The librarian/teacher, then, must take action when aware of plagiarism by informing both the classroom teacher and the publication advisor. In doing this, the librarian is affirming the potential damage of plagiarism to the intellectual life of the entire school and acting as one link in the process of educating students in personal integrity and responsibility toward the larger society.

MARY J. LONG, ALA member,  
St. Mark's School, Southborough, Mass.

DISCLOSING A STUDENT'S PLAGIARISM to a teacher would not necessarily violate confidentiality. The librarian could point out that she had read an article similar to the one that appeared in the newspaper without revealing that she provided that article to the student. However, that would not be an effective way to deal with the situation.

The real issues are how to maintain trust between the librarian and the students and how to teach ethics effectively. Perhaps the best approach is for the librarian to have a conference with the student at which she explains that taking someone else's article and putting one's own name on it is stealing and that such behavior, if continued, will have a negative effect on the student's career. Exposing the student is not nearly so important as letting the student know that plagiarism is unacceptable and trying to prevent a recurrence of the behavior.

JUDY KESSINGER, ALA member,  
Potomac, Md.

THE LIBRARIAN INVOLVED SHOULD not write to the student newspaper that published the piece. Rather, the librarian should act with dispatch and discretion, bringing the matter to the attention of both the student and the teacher simultaneously.

Librarians and teachers can only nurture moral responsibility—they cannot mandate it. The student must learn to accept responsibility for his or her own actions. It is the student's responsibility to set the record straight with the student paper. Given the proper atmosphere and right attitudes, confidentiality will not be broken, and self-confidence may eventually take root and flourish.

CHARLOTTE AMES, ALA member,  
Notre Dame (Ind.) University Libraries

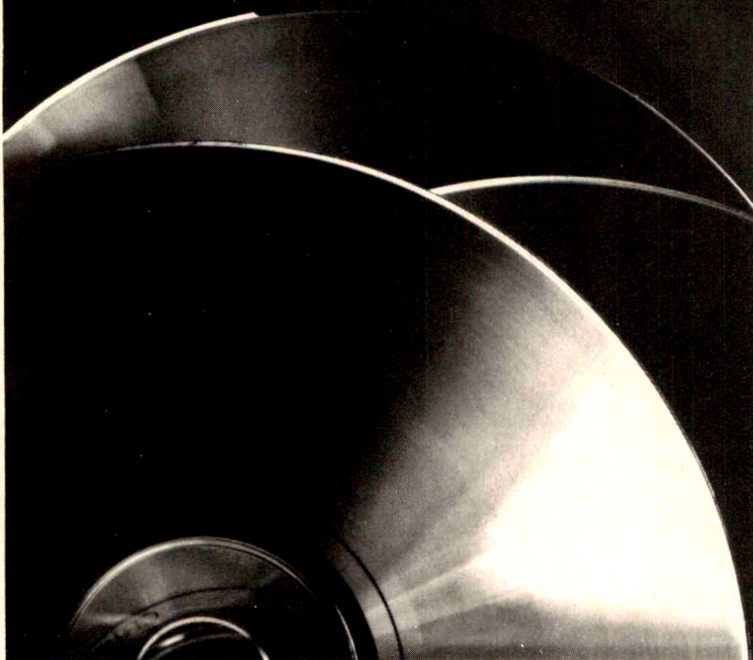
DISCLOSING THE PLAGIARISM TO EITHER the student's teacher or the school newspaper is a violation of the confidentiality of the librarian's relationship with her client. The student sought the librarian's help in confidence and with trust, and possibly naively misused the material. To reveal this information without discussing the matter with the student first would not only violate this trust, but also kill an opportunity for the student to learn from his or her mistake, and perhaps correct it. Public disclosure and punishment will bring about nothing but humiliation, distrust for authority, and perhaps long-term anger toward libraries by a young person who otherwise could learn from this experience to use the library honestly and positively.

More than professional ethics is at stake for this librarian, and more may be gained by discussing the matter privately with the student.

TAMARA S. WEINTRAUB, ALA member,  
MLS student, UCLA library school

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culated to arouse the membership's ire than putting pictures of people with automatic or semi-automatic weapons into a library scene—unless it's putting crazed gun carriers themselves right into the library.

I recognize that copy for the ad probably was put to bed before the recent schoolyard shootings in Stockton, Calif. But what about Norman Alexander's murder at Cal State Polytechnic? What about Gus Harrer? What about the Cal State Fullerton incident? Have people forgotten the Texas tower gunman? Does *American Libraries* have advertising standards? Surely this incredible exercise in bad taste deserves some kind of explanation.

ALLEN B. VEANER, ALA member,  
Allen B. Veaner Associates,  
Toronto, Ont., Canada

OCLC Public Relations Manager Phil Schieber replies:

*We at OCLC made a mistake, and we regret the error. We have pulled the offending ad from our advertising program. We are reevaluating our internal procedures for advertising review. We apologize for any distress the ad caused.*

Ed. note: Yes, *American Libraries* does have advertising standards, and reserves the right to reject advertising. It does not, however, have a systematic review procedure. We are putting one into place now, and share OCLC's regrets.

### A school librarian's defense

HOPEFULLY BY NOW SOMEONE else has eloquently answered the put-down letter of Barbra Higginbotham (Jan., p. 27). If not, it is because most children's and school librarians are so busy being "intellectually" challenged keeping up with our inquisitive patrons, who are often more challenging than adults, that we don't have enough time to do our professional work. My professional reading is done in batches over holidays, or at scattered moments with carpools, orthodontists, etc., or with my own family.

School librarians are resource specialists for all their school faculty, as well as curriculum coordinators. Our major role is that of teacher of information sources to our children. Most of us have teaching degrees along with our library science degrees, depending on state requirements; therefore we are on the teachers' salary scale. Everyone complains about teachers' salaries, but compared to most job postings in *American Libraries*, I appreciate the salary I have, especially with my years of experience. However, the benefit of school library work cannot be measured in salary alone when it comes to having the same schedule as your own family during those years of childhood.

As to job advancement, there was an outstanding article titled "Trading places, a librarian's route to the principal's office" in the September 1988 issue of *School Library Journal*, about the similarities of the two roles.

Professional image is what you make of it.

I've always been proud of what I do. It is regrettable that Barbra sounds unhappy in her work and is imposing that on others.

ELEANOR C. YOUNG, ALA member,  
St. Jeanne de Lestonnac School,  
Tustin, Calif.

### Librarian lambastes licenses

GENEVA COLLEGE WAS RECENTLY given a grant by the Buhl Foundation for the purpose of automating our library. As part of the project we are automating our reference room by purchasing periodical and other indexes on CD-ROMs.

Our inquiries as to terms and process have lead us to conclude that the CD-ROM industry is obsessed by greed. For example, many vendors will not sell their products, but only "license" them annually. If you fail to renew your license, all copies of your CD-ROMs must go back to the vendor. Would you buy a paper index under those terms? Absolutely not! Please join Geneva College in a boycott of "licenses." Do business with companies like Wilson that allow us to keep our CD-ROMs.

JOHN A. DELIVUK, ALA member,  
Geneva College library,  
Beaver Falls, Pa.

### The tail of the skink

I SPOTTED ONE SMALL TYPO IN my article on encouraging young biologists (Jan., p. 89-91): My "skink" turned into a "skunk." The Snedigar book does indeed discuss the skunk, so it's not an inaccuracy; but it wouldn't be the best animal for an amateur to attempt to feed and house. Skinks, on the other hand, are ideal terrarium guests and not troublesome as a rule.

I have to admit, though, that a skink was once responsible for an uproar in our library. Some children had caught a skink and were attempting to decant it into the library terrarium when it escaped. The ensuing chase was raucous but mercifully brief, and the little guy was plopped successfully into his new home. But it was too much for his cool, and he shed his tail right in front of a pleasantly surprised toad, who promptly snapped it up.

The children were electrified at this graphic demonstration of one of nature's defense mechanisms, and one of them shouted "The toad ate the tail!" This announcement caused some teenaged girls to stagger around clutching their stomachs at the grossness of it all, and generally upset what little decorum remained in the library. Librarians lead exciting lives.

PAT HARMS,  
Laurens (Iowa) Public Library

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Margaret Moulton



Georgette Todd



Kathryn Merkle

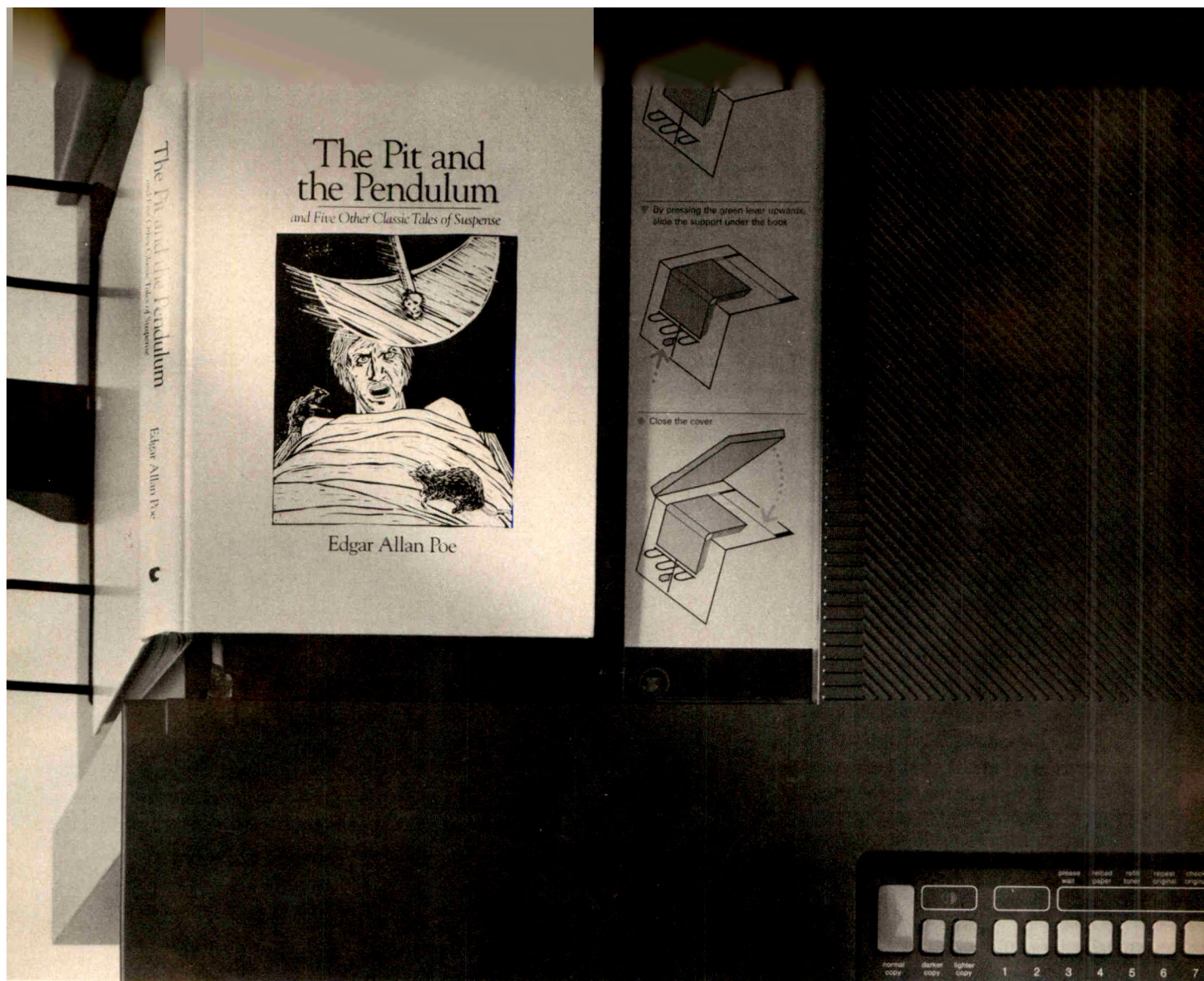
Feb. 21 **Anne M. Appel** became Marin County (Calif.) librarian. □ **Mary Balmer** now directs special projects for the University of Connecticut library, Storrs. □ **William Basel** is now assistant director and circulation manager for Hagaman Memorial Library, East Haven, Conn. □ **Sanford Berman**, head cataloger for Hennepin County (Minn.) Library, recently received a public service award from the Honeywell Corporation. The award cites Berman, an active member of both ALA's and Minnesota Library Association's Social Responsibilities Round Tables, for raising librarians' social consciences about subject headings. □ At Case Western Reserve University Libraries, Cleveland, Ohio, **Karen H. Bingham** is now assistant to the director. □ **Yolanda C. Bonitch** has won NYPL's new annual Bertha Franklin Feder Award for outstanding librarianship, which includes an honorarium of \$1,000. Bonitch is NYPL's borough community specialist for Manhattan. □ The new president-elect of the Mississippi Library Association is **June Breland**, librarian of Mississippi State (Miss.) University's College of Veterinary Medicine library. □ **Kateri Brewer** has become technical services librarian for Mobile (Ala.) College library. □ **Andrew Calo** is now director of Moses Greeley Parker Memorial Library, Dracut, Mass. □ **Barbara Cervera** has become associate director of the Technical Services and Systems Division of the University of Connecticut library, Storrs. □ The Northwest Arkansas Council on Literacy has given **Sharon Christian**, children's librarian at Ozarks Regional Library's Springdale (Ark.) Library, its Celebrate Literacy award. □ **Eileen Dubin** is now assistant director for public services and collection management at Case Western Reserve University Libraries, Cleveland, Ohio. □ **Paula F. Ellibee** has become children's librarian for Florence County (S.C.) Library. □ Feb. 1 **Sallie H. Ellison** became assistant director for access at Wayne State University Libraries, Detroit, Mich. □ At Vanderbilt University library, Nashville, Tenn., **Jon Erickson** now serves as administrative projects librarian, library administration. □ The new San Bernardino (Calif.) city librarian is **Robert S. Ewing**. □ The new head of bibliographic services at Case Western Reserve University Libraries, Cleveland, Ohio, is

**David Fiste**. □ **Antonio Gomez** recently became information center manager at Black Gold Cooperative Library System, Santa Barbara, Calif. □ **Charles A. Harbert** is now management information systems librarian at Virginia Commonwealth University's Cabell Library, Richmond. □ At the University of Minnesota/Twin Cities Libraries, Minneapolis, **Stephen Hearn** is now authority control coordinator in the Database Management Division of Central Technical Services. □ **James Humphry III**, former chief librarian of the Metropolitan Museum of Art, New York, N.Y., and one-time vice president of H. W. Wilson Company, now serves as consultant and associate for library executive search at Gossage Regan Associates, New York, N.Y. A former ALA Council member, Humphry is a past president of ALA's Association of College and Research Libraries. □ At the University of Alabama in Birmingham library, **William D. Jones** is now head of user services. □ **Sally Sparks Leach** has been named assistant director of the Harry Ransom Humanities Research Center of the University of Texas at Austin. □ Feb. 15 **Barton M. Lessin** became assistant dean of libraries for Wayne State University Libraries, Detroit, Mich. □ At Illinois State Library **Preston Levi** is now assistant director for library development. □ At Eastern New Mexico University, Clovis, **Deborah Mcbeth** now directs library and learning resources. □ March 13 **Vinson E. McKenzie** became head of the Architecture Library at Auburn University, Ala. □ The new head of cataloging at the University of Northern Iowa library, Cedar Falls, is **Marilyn Mercado**. □ **Kathryn Merkle** is now assistant director of library development for the Mississippi Library Commission. □ **Ray E. Metz** recently became assistant director for systems at Case Western Reserve University Libraries, Cleveland, Ohio. □ ALA's American Library Trustee Association has given **Margaret "Cookie" Moulton** a Literacy Award for her volunteer adult literacy work for Las Vegas-Clark County (Nev.) Library District. Moulton, who has done volunteer work there since 1982, helped develop the library system's CALL (Computer-Assisted Literacy in Libraries) program. □ **Beth Jo Mullaney** now heads circulation at Case Western Reserve Uni-

versity Libraries, Cleveland, Ohio. □ **John Fred Olive III** has become head of educational technology services for the University of Alabama in Birmingham library. □ Feb. 6 **Diane Pacheco** became director of East Bridgewater (Mass.) Public Library. □ **Edna Platte** has been appointed manager of collection development for Fort Bend County (Tex.) Library System. □ **Richard Tirotta** has won NYPL's new annual Bertha Franklin Feder Award for outstanding librarianship. Tirotta, who serves as bibliographic specialist for NYPL's Branch Libraries, received a \$1,000 honorarium. □ **Georgette Todd** is now principal librarian of Los Angeles (Calif.) Public Library's Hollywood Region, which comprises 10 branches. Formerly senior librarian of LAPL's Goldwyn branch, Todd oversaw the rebuilding of both that branch's facility and collection after a 1982 arson fire destroyed the building and 90% of its holdings. □

## Deaths

**Doris M. Cole**, 83, who retired in 1961 from the library staff of SUNY College at Geneseo, died Feb. 19. One-time editor of ALA's *Top of the News*, Cole taught in a number of library schools after her retirement. □ **Laura Colvin-Harrison**, a cofounder and professor emerita of the University of Western Ontario library school, London, died Dec. 20. Among awards Colvin-Harrison won during her distinguished career was ALA's Margaret Mann Citation in 1965. □ **Joseph M. Dagnese**, director of libraries and professor of library science at Purdue University, West Lafayette, Ind., died Jan. 27. A consultant for the Ford Foundation to India in 1967 and 1970, Dagnese was 1979-80 president of the Special Libraries Association. □ **Robert Raymond Douglass**, 86, founding dean of the University of Texas at Austin library school, died Oct. 11. The 1962-63 president of the Texas Library Association and 1961-62 president of ALA's (now disbanded) Library Education Division, Douglass received TLA's Distinguished Service Award in 1964. A memorial fund has been established at the library school. □ **Larry Hicks**, public services librarian II at Baltimore County (Md.) Public Library and chair of ALA's Black Caucus Membership Committee, died Jan. 23. □ **Mary Lee Keath**, 82, former director of libraries for Denver (Colo.) Public Schools and 1952-53 president of ALA's (since renamed) School Library Division, died Nov. 26. □ **Miriam Turner Larson**, 79, associate professor emerita of Wayne State University library school, Detroit, Mich., and respected authority on medical librarianship, died Nov. 20. A memorial scholarship fund has been established at the library school. □ **Thomas H. Mott**, 64, professor in the School of Communication, Information, and Library Studies and the School of Business at Rutgers University, New Brunswick, N.J., died Jan. 17. From 1969 to 1983, Mott served as dean of Rutgers library school, before the school merged with the university's Department of Communication and Department of Journalism and Mass Media. □



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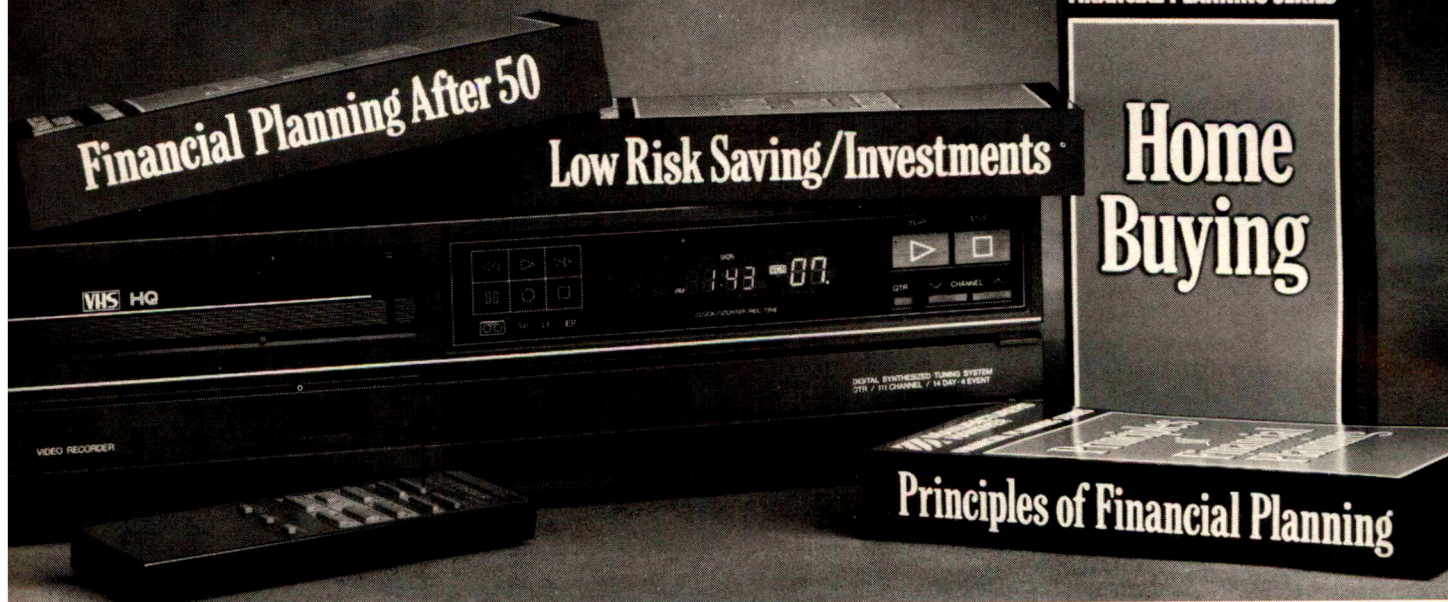
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# LIBRARIES FROM THE INSIDE OUT

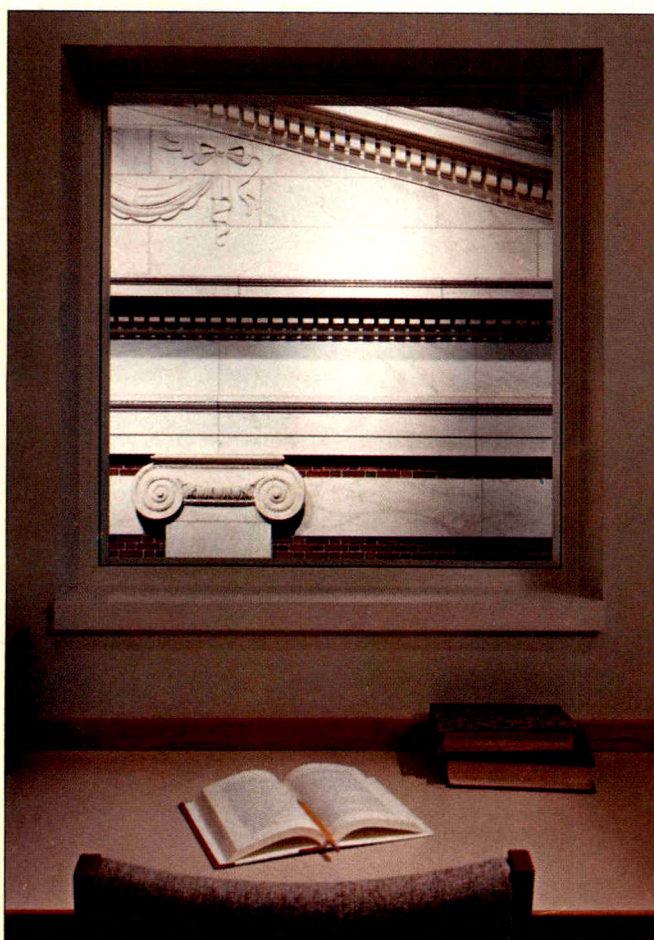


**Above:** Rutledge Interiors added cutout to Kusch chairs at Nashville (Tenn.) Technical Institute library. Harry Butler photo. (See p. 351 for addresses.)



**Above right:** Mechanical systems are part of decor at Poplar Creek PL, Streamwood, Ill. Architects: O'Donnell, Wicklund, Pigozzi and Peterson.

**Right:** Perry Dean Rogers & Partners created this unique view of a library "from the inside out" at Wesleyan University, Middletown, CT. (Steve Rosenthal photo.)



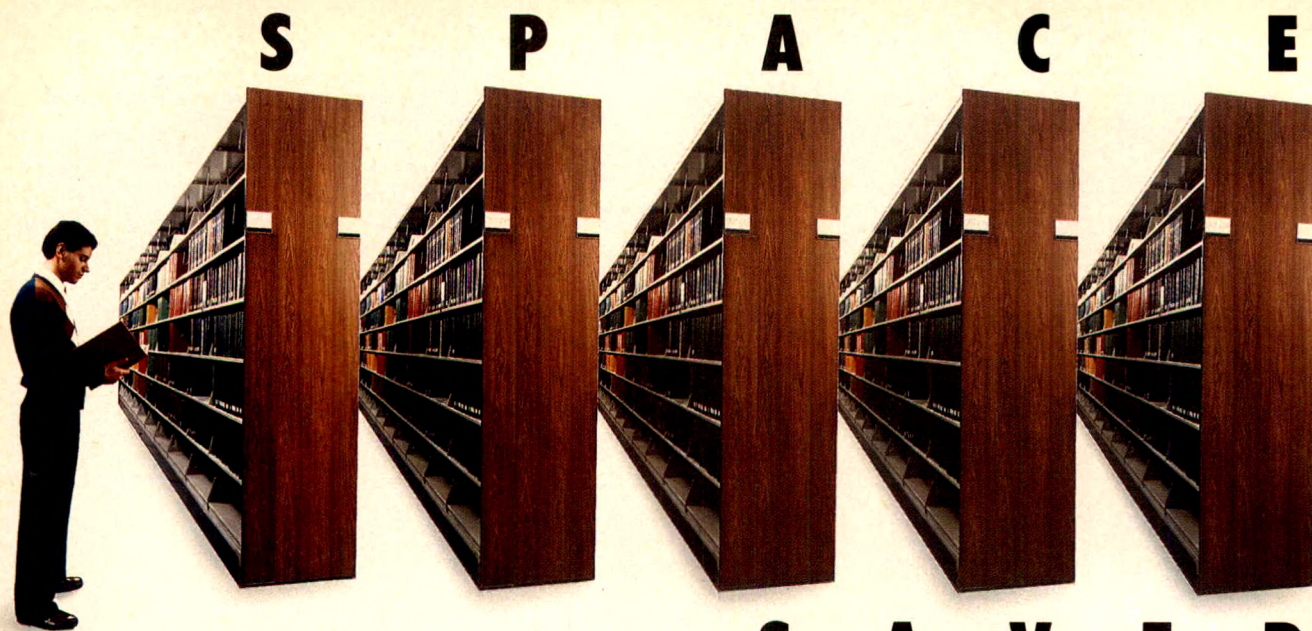
## **An American Libraries annual report on facilities & furnishings**

TO PARENT ORGANIZATIONS, libraries serve a subtle, totemic function. City governments, college administrations, and philanthropists view our workplaces as visible symbols of reverence for learning and maintenance of the cultural record.

Librarians aren't immune to this view. But more pragmatically we champion *functional* totems, which balance symbolism with efficiency and appeal.

"Libraries from the inside out" is an AL special report on achieving that efficiency and appeal through design and furnishings: A prominent librarian/building consultant offers a primer on user friendly libraries. An interior designer tells how color and texture enhance library function. And two authors with differing views discuss architects, another group thought to favor the totemic function. Finally, there's an eight-page "Showcase."

Our thanks to the many librarians, suppliers, and architects who answered our call for photos. —Thomas Gaughan, section editor



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# TALKING TO ARCHITECTS

by Elaine Cohen

Elaine Cohen is a principal of Aaron Cohen Associates, a library consulting-architectural-interior design firm. Among recent projects, she and Aaron Cohen updated and rewrote the 1,200-page building program for Chicago Public Library's 800,000-square-foot Central Library, and designed soon-to-be-installed interiors for Atlanta-Fulton Public Library's 13 branches.

**A**LTHOUGH MANY PEOPLE believe otherwise, librarians and architects have been known to work together—yes, *in peace* as well as war. The libraries that result from their collaborations range from the absolutely wonderful to the downright awful. Surprisingly, it is not the bad buildings that cause the friction between the two professions. Rather, librarians and architects blame each other when library facilities should work but don't.

Nobody likes a bad library building: neither its architects nor its librarians. Frankly, bad buildings are embarrassing. Most people want them torn down and replaced, though, of course, this rarely happens. Politics, budgets, apathy—a whole host of circumstances can keep even the worst facilities operating.

The library designs that cause discord between librarians and architects come in two versions: 1) expensive structures that are delightful to behold and win awards from the American Institute of Architects and ALA—but do not quite function as libraries; and 2) inexpensive buildings that are workmanlike, mundane, and functional—but dreary to use on a daily basis.

## Theory vs. practice

Why should this be so? To understand, one must discern the differences between architects and librarians. Architects are designers. They spend many years learning to draw and make models and come to regard architecture as the mother of all the arts. The results of their handiwork tend to be at once durable and massive; bricks and mortar last and buildings are larger than bread boxes.

Because architects work on a large scale, their tastes in furniture run along the same lines. For an architect, oversized tables compliment big spaces. Though librarians perceive small tables as more flexible, ar-

## Librarians who build communications bridges help architects build better libraries

chitects see them as too busy and as ruining their vistas. Also, since architects are oriented to the graphic arts, they perceive light first as an important tool to highlight and enhance interiors. Architects may not consider providing sufficient glare-free reading light to be as essential.

Librarians, on the other hand, are experts on libraries. They know that patrons love to read; that is why they come there. To librarians, good light for reading is imperative. Librarians also know that collections need to be accessible, grow in patterned ways, and require security. Without functional spaces that accommodate these realities, librarians realize that shifting and controlling collections can become a way of life.

## "Because architects work on a large scale, their tastes in furniture run along the same lines."

Lack of functional space unbalances operations elsewhere in the facility, too. For example, strange people sometimes lurk around libraries. When staffs are cut or chronically short, security problems increase. Poor space layouts exacerbate the situation, waste everyone's time, and impede productivity. In short, librarians want buildings which help, rather than hinder, their working lives.

Into this mix add the viewpoint of the groups holding the purse strings: boards of trustees, university administrations, and similar oversight agencies. Since library facilities tend to be expensive, administrators want to get the biggest bang for their appropriated dollar. Depending upon the particular group, that bang may echo too loudly either on the design side of aesthetics or workflow.

Can libraries be designed from the inside out and be at once handsome and functional? Of course.

The first key: Write a coherent building program which outlines the furniture and equipment needs for each area in square-

foot requirements. A good building program, or schematic design, also contains relationship diagrams which explain how the various departments interact with one another. Remember, every library is different; it is not created in a mold. Thus, even if your architect has designed 20 other library buildings, developing a building program for *your library* is a necessity.

The second key: Test the schematic design by placing the requirements of the building program in the space layout. To streamline the process, utilize computer-aided design (CAD). Where hand drafting tends to limit the number of variations examined simply because it is so tedious, CAD does not. If a design problem occurs, CAD makes changing a wall, deleting some stacks, or creating whole new areas relatively simple.

The third key: Build in flexibility by taking a systems approach to the building's interior. No one is perfect and no one can get a design 100% right the first time out of the box. Instead, focus on recouping from a design problem with minimum expenditure, time, and effort. How? Wherever possible, avoid using load-bearing walls. For large facilities, choose modular wall systems over "stick-built" plaster board varieties. Make the shelving, patron furniture, staff workstations, and equipment modular as well. Since the National Fire Code specifies that undercarpet cabling can only be run under carpet tile, substitute carpet tile for broadloom floor covering. Undercarpet cabling enables you to change electrical and telecommunications wiring effortlessly.

The fourth key: Remember that every architect wants a happy, satisfied client. Architects desire a working relationship that is friendly rather than adversarial. Since most architects are generalists—their mix of building projects vary from year to year—these professionals must depend upon the expertise of their clients for direction. If you think something is not quite right, say so. If you are positive and assured, your concerns will be considered and your suggestions implemented. By working *with* your architect, the probability of producing a good building together increases substantially. □

## INTERIORS AT WORK

Leading the user with color and light—  
a designer tells why style must fit function

by Janet McClintock

Janet McClintock, design director, Library Design Associates (Plymouth, Mich.) has consulted on 75 interior design projects.

**W**HEN PEOPLE ASK me how I can still be designing interiors for libraries after 18 years, I often compare it to picking out my husband's business clothing. I know that my husband, an accountant, will need a conservative suit with matching shirt, tie, socks, and shoes. Because all the basic decisions are preordained, I concentrate on the subtle differences—color, weave, cut of the suit, width of the tie, and so on. Simi-

larly, after I satisfy the requirements most libraries have in common—shelves, seating, catalogs, staff area—the really exciting and fun aspect of my work begins.

A library can become the showcase for a community, law firm, school, hospital, or corporation. But a library for a small, mid-western community is very different from a medical library in the basement of a large city hospital. By identifying differences and focusing on special needs and assets, it is possible to give each library a special identity that is both functional and attractive.

Every library houses different types of media, requiring furniture of varying materials—wood, steel, plastic laminates. Maximum interior flexibility can often be

achieved with large open spaces. Bookstacks can become interior “walls,” zoning off smaller, more intimate reading spaces.

Carpet style and color are usually the first and most important design and color choices made for an interior. Varying the floor color or material or both can organize space and reflect architectural features. Floor design often mirrors either the building shape or the ceiling design. People can perceive floor material changes rapidly. Not only the eyes look where one is going; the ears and feet also announce these changes to the brain.

In recent years, my partner, Richard de Bear, and I have used these elements to design several library interiors in Michigan and Ohio. We have tried to incorporate a



Photos by ARTOG



Curved reference desk and nearby open stairway (left) greet users of the Cedarville (Mich.) College Library. Stacks zone open spaces into private reading areas (above), where prime seating overlooks a pond, and upholstery picks up the water's blue.

sense of place into a practical work environment that makes each library a special pleasure to use and experience.

### Details in Dowagiac

Architectural features such as color, scale, shape, and materials can give clues that help designers establish a logical design theme. The large addition to the li-

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**"A library building that does not work logically and efficiently also suffers visually."**

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brary at Southwestern Michigan College in Dowagiac presented specific constraints due to the design of the original building.

The college's Mathews Library was built in the 1950s, a two-story octagonal structure with clerestory and indirect cove lighting. A solution to the night lighting problem and the need to reuse the octagon were foremost considerations in the construction of the addition, which took the form of a one-story wrap-around structure. The octagonal space has become the reference area, where stacks have been arranged so students entering the building get glimpses through the aisles and out the windows at a lovely wooded section of the campus. The natural light and beautiful view are an invitation to proceed further into the space. The reference stacks are not only placed where they are functionally required, they zone a prime reader space ad-



**Southwestern Michigan College library wrap-around addition solved lighting problems and brought the woods inside. Natural light and a beautiful view invite users to proceed further into the space.**

element. Imported from BC Inventar of Denmark, the task lights are part of the bookstacks and wash the faces of the shelving with excellent light night and day.

Colors selected for the shelving, end panels, and lighting are the same colors used in the carpet, walls, and upholsteries. The metal legs of Worden's Diametron furniture provide additional color accents, which match the shelving end panels. The Tappo lounge furniture by Vecta was chosen for its sculptural qualities, comfort, and strong color accents.

a ziggurat stripe on both levels, accentuating the ziggurat wall facing the pond.

The Concord red on the floor is matched by the color on the vinyl columns and plastic laminate end panels. A single accent color of teal blue is used on upholsteries and end panels. The teal blue refers to the color of the pond, unifying the building and its setting. The teal accents on the bookstack end panels form rhythmic horizontal lines, which unify the groups of stacks into a single element while providing visual interest and color. Graphic end-panel signs are also teal, and horizontal details are used on other furnishings to provide unity and consistency.

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**"Architectural features can give clues that help designers establish a logical design theme."**

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jacent to the windows.

One enters the rotunda on a light grey carpet and proceeds to the one-story addition onto a darker grey carpet. The change in ceiling height is announced even more dramatically by an octagonal carpet accent stripe of brick-red between the greys. Colors in the carpet are repeated in the upholsteries and wall colors to unify the old and the new buildings.

The reference bookstacks in the once poorly lighted two-story rotunda area include unique task lighting—umbrella-like light fixtures intentionally elevated above the custom end panels to act as a sculptural

### Red-carpet treatment

The Cedarville (Ohio) College Library is a new 60,000-square-foot building unencumbered by the restrictions of additions and beautifully placed on its site. The two-level ziggurat glazed exterior overlooks a large pond.

One enters the building on Concord red carpet, which introduces the principal architectural color used throughout the interior. The high ceiling area in the circulation vestibule changes to a lower ceiling in the remaining building, and the carpet color changes to a neutral tone in the large open spaces. The Concord red is reintroduced as

### Gains for Gaines

The Gaines Township Library in Cutler-ville, Michigan, was formerly housed in a ranch-style building built in the 1950s. In 1987, an L-shaped addition gave the library much needed space and created a large parking area. The entrance to the new structure is relocated at the interior corner of the "L," convenient to the parking. The original library was converted to a self-contained meeting room. All existing furniture and shelving was salvaged and reused. Its fruitwood finish influenced all the color choices, and the carpet was carefully selected to enhance the wood.

Two carpet tile colors were selected: sea green for the main spaces, with wide accent bands of taupe carpet located to highlight window openings. An oxblood accent



Quarry tiles lead up to the Gaines Township (Mich.) circulation desk (left). Seating area and conference room share space by virtue of a window wall (above) in the Roetzel & Andress law library, Akron, Ohio. Both settings exemplify design that emanates from function.

color is utilized in upholstered furniture, signs, and furniture details. The large vestibule has a floor of square quarry tiles leading to the circulation desk, and the walls of the building are block, scored in squares. The face of the charge desk is surfaced with the same quarry tile. Oxblood plastic laminate is used as a racing stripe on the circulation desk and as a background for

user to the circulation desk. Bookstacks and lights radiate from this circular hub, with reader spaces created among the stacks. Staff and support services are grouped along two sides to efficiently serve the medical staff. The longest, continuous wall of the space is set aside for the display and storage of journals.

Against a white background, horizontal

latest incarnation as the offices for the Akron, Ohio, law firm of Roetzel & Andress. The library for the law firm is located in the lowest level with windows overlooking a below-grade courtyard.

A reception desk and work area set on a wood parquet floor greet staff as they enter the library. A large window between a seating area and an adjoining conference room makes the entire library look larger by visually sharing space. Oversized carrels overlook the landscaped courtyard. Bookstacks are oriented so the eye can easily see through them to the rear where compact shelving is clustered to accommodate the entire collection.

A patterned taupe carpet is used throughout the library, with an area rug inset of three solid colors—sea green, taupe, and rose—to define the comfortable reading area. Massive wood library furniture—Worden's Addenda—sets the "lawyerlike" tone for the entire space, showing off the beautiful law books to perfection. Elegant yet comfortable seating is provided in the reading chairs accented by rose upholstery fabric. Horizontal tubes containing warm fluorescent lights highlight an existing cove ceiling. The library has taken full advantage of the charm and architectural detail supplied by a 1904 building.

A library building that does not work logically and efficiently also suffers visually. Once functional requirements have been satisfied, the library can be made truly beautiful by careful attention to the architecture, consistent use of a small palette of colors and imaginative choice of materials. Functional and attractive need not be mutually exclusive. □

## "Carpet style and color are usually the first and most important design and color choices."

the Modalex signs.

With the new building entrance and the placement of windows where seating areas naturally occur, the new expanded facility is logically organized. The careful use of a few colors and materials unifies the old and the new so well that few people are able to distinguish the original building inside the new enlarged edifice.

### Accents in the "Sand Pit"

Faced with the need for a modern, expanded health science library, the administration of Providence Hospital in Southfield, Michigan, located adequate empty space in an unfinished basement called the "Sand Pit." The challenge was to turn this raw space into an exciting, dynamic, visually attractive library.

The feeling of a round library was created with layout and design elements such as columns. A long entry path brings the

batten strips painted aquamarine appear on all walls, even the glass walls that enclose the copier room, to correspond to the horizontal lines created by the shelving. Adjustable shelves are the same aquamarine, as are horizontal accents on end panels. Flecked carpet tiles in a subdued aquamarine introduce the mauve which reappears in the upholsteries. Table legs and carrel supports are round and, like the radiating tubular suspended light fixtures, are an intense aquamarine color.

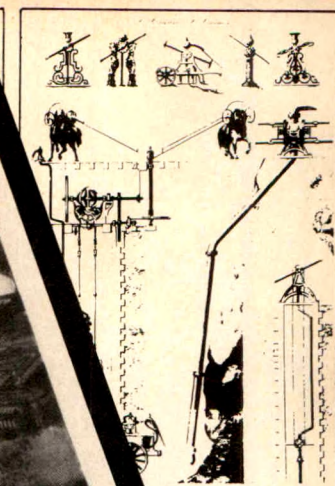
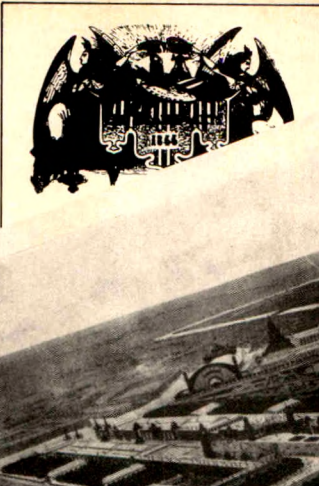
The Providence Hospital personnel are astounded and pleased by the total environmental change they experience upon entering the library, as well as with the logical functional arrangement.

### Brief transformation

Beginning as a library in 1904, a French Renaissance beaux arts building was transformed into a museum and now into its

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...the most important of the Paris Exhibition of 1889, which was held in the Bois de Boulogne, and which was the first time that the Eiffel Tower was used as a structure for the exhibition. The tower was built by Gustave Eiffel, and it was the tallest structure in the world at the time. The exhibition was held from May 5 to October 31, 1889, and it was the most successful of all the world's exhibitions. It was attended by over 32 million people, and it was the first time that a world's exhibition was held in a single city. The exhibition was a great success, and it was the first time that a world's exhibition was held in a single city. The exhibition was a great success, and it was the first time that a world's exhibition was held in a single city.



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## SETTING YOUR HOUSE IN ORDER

### Straightforward advice on creating user-friendly libraries

by Robert H. Rohlf

Robert H. Rohlf is director of Hennepin County (Minn.) Public Library and principal partner of Professional Library Consultants, P.A. Formerly building planning coordinator for the Library of Congress, he has consulted on over 100 library building projects, and wrote the following article at AL's request.

ONE OF THE CLICHES OF architecture is "form follows function." Librarians for several decades have *defined* function quite well and have also been able to describe it, area by area, to architectural planners. Yet an unresolved question in far too many new buildings is: how do we *arrange* those functions and locate them with the users in mind? What premises, principles, or basic guidelines do we follow to achieve the kind of library we all talk about, but too seldom see? While the comments which follow are meant primarily for public libraries, they can easily be applied to other types.

The first principle of good library planning should be that the building must be user friendly—with services located for user convenience and staff efficiency. Other principles of planning then follow. In addition, we should strive for functionality balanced with design. To achieve this goal, several criteria should be used for the location of public service points.

Public service points, regardless of type of service, should be:

- ▶ located in a consistent fashion throughout the building;
- ▶ easily accessible to users;
- ▶ easily recognizable;
- ▶ easily used;



Too many libraries reserve quiet perimeter walls for books, herding readers into spaces near necessarily noisy service points. Not so at the Milton R. Abrahams Branch of the Omaha (Neb.) Public Library.

► located in a manner that recognizes the difference between long-term and short-term users;

► located with collections and user stations, such as microform machines, to maximize staff efficiencies.

To apply these principles, develop an optimal building plan which represents the most efficient way for staff and public to use the building and to move through it. When developing plans, work from a square or a rectangle. Consulting and operating experience has shown that a rectangle with central service points usually best meets the principles. This does not limit the building to a plain, rectangular shape. Architects can create very interesting shapes and forms which are variations of basic rectangles. Nor does it mean that the rectangle should be broken into unnecessary, multiple rooms and obscure, semi-hidden areas to give a feeling of intimacy and comfort, as opposed to large, perhaps noisy, and sometimes intimidating spaces. Good design accomplishes efficiency and attractiveness, but it must follow function.

### Optimal floor size

A second element in basic planning is floor size. There are practical limitations to floor sizes in a public service institution. With an optimum shape, 50,000 square feet per floor approaches the maximum, ideal public service floor size for a library. In libraries operated from a single information/reference desk, or in departmental libraries with subject-service desks, the problems of size begin to be felt at approximately 30,000 square feet of floor space. As floors increase in size, problems for staff and users increase. Excessive walking distance, confusing arrangements, and even disoriented users are possible hazards. For staff, walking distances from service points to collections, materials, and readers' spaces become tiring and grossly inefficient, increasing the time needed to actually serve the public.

### Hubs of service

There are only so many optimal arrangements which make any sense. Perhaps one can best plan a service desk by remembering the function of that desk and how it must relate to areas or collections around it. A public service desk—whether an information desk, young adult service desk, or youth services desk—should resemble the hub of a wheel with collections, indexes, special equipment, and readers' spaces emanating like spokes from that hub. In a well-planned library, service

desks become a series of spokes and hubs, each one touching on the other in a manner which is easy to access, easily recognizable, and consistently located. These principles apply to single- or multiple-floor buildings.

Operational efficiency is another strategy which must be developed by the library planner. Operational efficiency is that which connects staff work areas with service points, locates collections easily accessible to the staff as well as to the public, and places user-operated equipment such as computers, CD-ROM readers, and microform readers in areas easily observable by staff. Operational efficiency relates to how a library is used, not necessarily how it should look in the abstract. With these general principles and admittedly biased opinions in mind let us review some of the questions planners should ask themselves when developing locations and spaces for a public library.

---

**[Service points] "should resemble the hub of a wheel with collections, indexes, special equipment, and readers' spaces emanating like spokes from that hub."**

---

### Pertinent questions

When one develops a service desk, will the user be able to see it from a distance, or will it be obscured by building structure, non-related signs, or architectural features such as display areas or sculpture? Can the public easily see an area they wish to approach? Is its access logical and easy to determine? Using the general information/reference desk as an example, is its location easily discernible after one is past the circulation function? Can one approach it without feeling intimidated; or is it designed in such a way that users may feel they are bothering the staff, rather than approaching them for assistance? Is the desk designed to promote the reference interview as a normal and logical outcome of the surroundings?

Is the information desk located near the reference collection? Are major parts of the collection which the information and

reference staff will be using near the desk? In short, is the desk logically located within the general traffic patterns of the building and are the collection materials easily accessible?

Prudent planners will ask themselves some additional questions: What parts of the collection or other service desks relate to this information desk, and how are they located in relation to it? Does the building plan allow for an easily visible and accessible traffic pattern from the information desk to other parts of the collection or to other special services, or are the sight lines and traffic patterns obscure and convoluted? Do architectural elements interfere with logical movement or do they aid the user in moving from one area to another?

A common problem of contemporary public library planning is the failure to arrange collections so that they flow in a logical sequence and allow the unassisted reader to find material. Building shapes and configurations should allow for flexible shelving locations and logical collection shelving flow. Forcing collections and shelving to meet some architectural design element which results in disjointed shelving, disoriented users, and illogical collection arrangements benefits no one. ■

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## Short- and long-term users

Planners should carefully analyze services and collections for short- and long-term users. One finds this in many library situations where "popular materials" are located near the door and the information and reference function are further into the building or even on an upper or lower floor. This arrangement assumes that people looking for information and reference assistance are willing to go further into the building to have their needs met than are those simply seeking leisure materials.

Good library planning recognizes how people use the library and how they wish to be inconvenienced rather than inconvenienced. It parallels the retail concept where "impulse" items are generally located near the entrances and larger, more expensive items are located in the building's interior.

## Logical mingling

Plan to accommodate readers to avoid totally controlled, mass-reading areas that are too often placed in the central areas of the buildings near service desks. Unfortunately, most of the noise of library activities occurs here. Readers should have quiet areas for reading and study, and users of



Main reference, current periodicals, and microforms emanate from the University of Regina (Sask.) library's "reference island." Reference staff and their tools are located in this hub of service.

the collection should not be forced to walk through rows and rows of readers in order to get to the shelves. Chairs and tables should be available within a reasonable distance from any part of the collection. Shelving and readers should be intermingled in a logical, convenient fashion so that readers should never have to go more than 40 or 50 feet to find a seat.

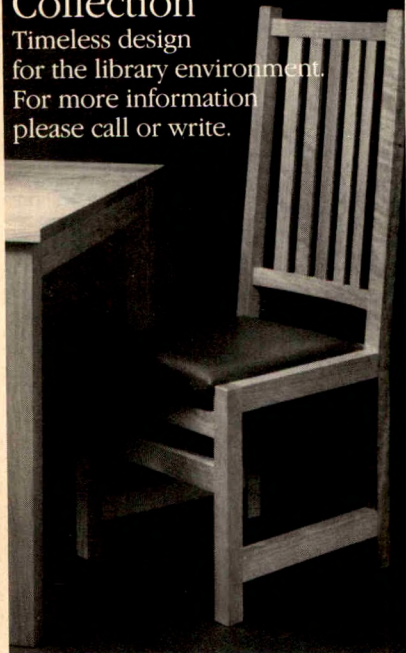
Too many libraries have been planned on the assumption that readers must be kept close to service desks and under the eyes of the staff, and collections can be placed around the perimeter of the building or at some distance from service desks and reader stations. Good library planning recognizes that readers also deserve the perimeters of the building where they can find some modicum of quiet. It also recognizes that people scanning the collection should be able to reach it without having to walk through the entire library to get to perimeter walls or bays. Far too often, architectural forms such as dropped ceilings and changes in lighting have dictated arrangements. In following the frequently found "spine" concept of architectural form, readers are lined up through the width or length of the building with collections surrounding the outside walls. All persons entering and exiting the building are forced to walk by readers' seats to reach the collection. This is a disservice to the reader and the short-term user.

## Through users' eyes

How a user might find and approach service points and collections, and how staff might interact with users and each other must be foremost in the planner's mind. Have library staff members go through the plan as though they were users. Are desks visible and approachable? Are desks located in consistent fashion; that is, are all the desks located as the user might approach them or are some hidden, remote, and perhaps even unrecognizable? Are proposed graphics clear, legible, and yet not overwhelming in number? Is the relationship of service points logical, clear, and staff-efficient? Are collections accessible to the public service staff without unusual, illogical, or extraordinary distances required simply because of the design of the building? Can one use the building without having to disturb readers? Having staff members analyze use patterns will achieve increased efficiencies and easier-to-use library buildings. The form of the building must follow the function and layout of service points and service areas. Service areas, collection arrangements, and reader spaces must not be squeezed into unusual, unnecessary, or arbitrary spaces and shapes. Foremost must be the ability of a non-library user to approach and recognize service points and overall library resources. When the architecture inhibits the library user, the building is a failure. □

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## THE SEVEN DEADLY SINS OF ARCHITECTS

Gluttony and lust aren't on the list—but ignorance and myopia in library design are

by Eric Rockwell

The pseudonymous Eric Rockwell is head of a midwestern firm supplying high-tech furniture for library, audiovisual, and computer centers. He has been developing the irreverent opinions offered here during 17 years in the business.

**E**RIC ROCKWELL IS A PSEUDONYM. The company I head offers high-tech library furniture systems, and I don't want any of my clients to be identified in the examples that follow. Why publicize the misery of librarians victimized by the seven deadly sins of architects?

My central theme is: you are the client. Architects exist solely to assist you in creating a functional, efficient, cost-effective facility that meets your patrons' needs.

If your architect exhibits any of the Seven Deadly Sins described below, confront him immediately. If necessary, fire him. There're plenty of architects. Fortune might reward your second try. If not, at least Number Two will know that you didn't hesitate to sack Number One.

A word about designers—persons who focus on carpets, upholstery, drapes, paint colors, and the like. Architects patronize them. After all, architects deal with enduring values. Some designers, their egos smarting, may try to patronize you. However sympathetic you may feel, if your designer is condescending, fire him too. Remember: *you're* the boss!

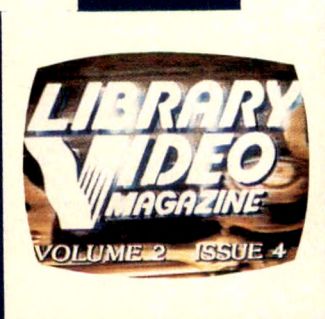
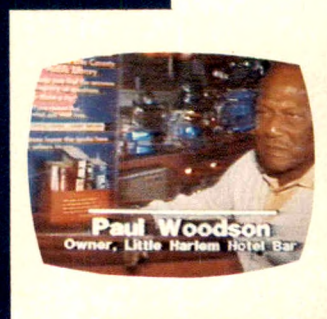
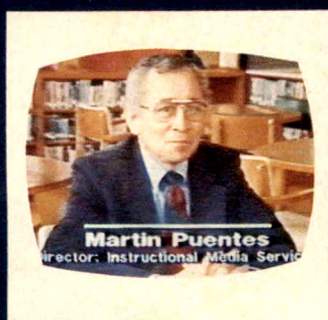
Now that we've fingered the miscreants, let's get on with our comedy (tragedy?) of errors. Here's how architects look from my side of the drawing board:

(Continued on p. 341)



Glare-free computer monitors: Ceiling-hung acoustic baffles also diffuse sunlight in the new Virginia Beach (Va.) Central Library, designed by The Design Collaborative.

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# Career LEADS

american libraries classified ads

Beverly Goldberg, ed.  
Debbie McDade, asst. ed.

## CONTENTS IN ORDER

Late job notices  
Consultant listings  
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Positions wanted  
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LATE JOB NOTICES CONTINUED ON P. 313.

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Marc Zeitschik, Pres.

**ConsultantBase**  
*continued next page.*

**ConsultantBase  
continued.**

**LIBRARY AUTOMATION, RECORDS MANAGEMENT, AND TRAINING CONSULTING.** Assistance in systems analysis, needs assessment, database design, vocabulary control, software selection, and other aspects of library automation. Other services include records and file management, and design and delivery of training materials and programs. The staff have library degrees and extensive experience. **Pacific Information Consulting**, 4844 Escobedo Dr., Woodland Hills, CA 91364; 818-347-4357.

**WASHINGTON, D.C., LIBRARY RESEARCH.** Richard E. Wolf & Associates, POB 968, Arlington, VA 22216; 703-276-0270.

**LIBRARY BUILDING CONSULTING.** 30+ yrs. experience on 200+ jobs in 33 states. **Hoyt Galvin & Associates**, 2259 Vernon Dr., Charlotte, NC 28211-1898; 704-366-4335.

**APPRAISALS OF BOOKS, MANUSCRIPTS, MAPS, PRINTS, ARCHIVES.** Collections or single pieces. 30 yrs. experience with university, college, public, and special libraries and private collections. Nearly all subjects. Values for insurance, sale, or gifts. Will travel anywhere. References. **Lee Ash**, 166 Humiston Dr., Bethany, CT 06525; 203-393-2723.

# PRO LIBRA

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201-762-0070

**LATE JOB NOTICES CONTINUED FROM PAGE 309.**

**LN.** The New York Academy of Medicine Lib. seeks an entry-level ln. to perform ref. services for a fee-based info. program, serving advertising agencies, law firms, pharmaceutical firms, publishers, & other organizations. Heavy ph. & public contact. MLS req'd. Knowl. of online searching & micro-based systems pref. Abil. in developing proficiencies in new technologies. Strong interpersonal skills, outgoing personality, & high commitment to service essential. Salary: \$23,000+, dep. on exp. & qual. Send letter & resume w/names of 3 ref. to: Anne M. Pascarelli, Assoc. Ln., New York Academy of Medicine, 2 E. 103rd St., New York, NY 10029.

**ASST. LN.** position available. French-lang. cultural center seeks MLS, fluent in French, for diverse responsibilities in busy lib. Incls. resp. in areas of ref., online cataloging, circ., supervision of student assistants, & other duties as assigned. Other reqs. incl. good communication & interpersonal skills, flexibility, attention to detail, & org'l. abil. Prefer humanities or social sci. bkgrd., ref. &/or cataloging exp., & supervisory exp. Interest in preservation or children's work a plus. Sal.: in low \$20s, based on qual. & exp. Excellent ben. include Blue Cross, major medical, & TIAA/CREF pension plan. Res. to: Fred J. Gitner, Lib. Dir., French Inst./Alliance Francaise, 22 E. 60th St., New York, NY 10022.

ALA membership brings you American Libraries and its LEADS job listing, reduced rates at conferences, discounts on ALA publications, eligibility to vote and hold office, and an excellent group insurance plan. The dues are affordable—\$38 for first time personal members, renewing members \$75, students \$19, non-salaried or retired librarians \$26, trustees and friends \$34 (effective through August 31, 1989).

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City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**CATALOGER** position available at Northwest Mo. State Univ., requiring an ALA-MLS. Resp. for full range of cataloging activ. covering mat'ls. in all formats using OCLC databases, possibility of supervn. of clerical staff, & at least half-time spent at computer terminal. Req'd.: Min. of 3 yrs. cataloging exp. in an acad. lib.; exp. using OCLC; thorough working knowl. of AACR2, LCSH, & Dewey Decimal Class.; familiarity w/lib. automation. Pref.: Strong analytic, planning, & problem-solving skills. Salary: Base \$25,500. Available: July 1. Faculty rank for 12-mo. contract, commensurate w/ed'l. background & exp. Appl. deadline: April 15, or until filled. Send letter of appl., resume, & names & ph. nos. of at least 3 ref. to: Sandra Cox, Dir. of Human Resources Management, Northwest Mo. State Univ., Maryville, MO 64468. AA, EOE. Northwest encourages women & minorities to apply.

**MANAGEMENT TRAINEE.** This member of the management team performs managerial duties in order to prepare to fill any future vacancy, except business manager, at the Genesee District Lib. System's administrative level. Resp. include: learning the primary task of each manager. The candidate must possess a thorough knowledge in the areas of lib. operations & procedures & of a lib. computer system. Min. requirements incl.: an MLS from an ALA-accred. lib. school, demonstrable supervisory & management skills in addition to effective communication skills. Starting salary: \$30,000 + an excellent benefit package is available. Deadline: April 30. Address resume & inquiries to: Personnel Manager, Genesee District Lib. System, G4195 W. Pasadena Ave., Flint, MI 48504.

**SENIOR LN.** The progressive city of Tempe, Ariz., located in the Phoenix metropolitan area and home to Ariz. State Univ., is looking for an energetic, service-oriented individual to supervise its new Student Center & back-issue periodicals section. This prof. position will be resp. for supvsn. of paraprof. & volunteers, periodicals collec. dvpt., online searching, & basic ref. services in our new 120,000-sq.-ft. facility, to be opened mid-1989. Reqs. min. 3 yrs.' full-time prof. lib. exp., pref. w/one yr.'s supvsy. exp., & an MLS from an ALA-accred. college or univ. Starting salary: \$31,691. Open until the needs of the city are met; subject to closing w/o notice. Resume not accepted in lieu of official appl. Request appl. from: City of Tempe, Human Resources Dept., 140 E. Fifth St., #100, Tempe, AZ 85281; 602-731-8276.

**SYSTEMS LN.** (new position). Participates in ongoing dvpt. of an autom. lib. info. system & helps to maintain efficient oper. of existing automated processes. Desirable qual. are: working exp. in lib. processing environment; programming exp. &/or coursework in Assembler lang. &/or a block-structured higher-level lang. such as PL/I, Pascal, or "C," pref. on a mainframe machine; knowl. of interactive transaction proc'g. & batch text processing appls. Req'd.: ALA-MLS or a grad. degree in a discipline related to info. sci. Min. sal. \$22,176. The submission of programming samples is encouraged, but not req'd. Appls. will be accepted until May 15 or until the position is filled. Send ltr. of appl., resume, & 3 ltrs. of ref. to: Virginia F. Toliver, Dir. of Lib. Persnl. & Admin. Svcs., Olin Lib., Washington U., Box 1061, One Brookings Dr., St. Louis, MO 63130-4899. Employment eligibility verification req'd. upon hire. Washington U. is an equal-opportunity, affirmative-action employer.

**LIB. DIRECTOR.** County lib. system headquartered in small univ. town. Supportive, progressive lib. board seeks dynamic, aggressive person to oversee operations of countywide system (pop. 50,835, budget \$195,000, 5 branches, 7.8 FTE). Resp. for overseeing all activ. incl. planning, budgeting, persnl., automation, grant proposals, & PR. ALA-MLS req'd. Min. of 3 yrs.' admin. exp. pref. Sal. based on qual. (\$20,000 min.). Salary negotiable. Ben. incl. 12 paid vacation days, 11 paid holidays, health insurance, & participation in Pub. Employee Retirement system. Lib. system is located in central Ark. 60 minutes from Little Rock. Searcy, the HQ branch, is a rapidly growing community in Ark. providing great growth potential for lib. system under a progressive dir. All appls. considered until position filled. Send resume, 3 ref., trans., & description of relevant exp. to: Search Cmte., White Co. PL Bd. of Trustees, 113 E. Pleasure St., Searcy, AR 72143; 501-268-8513 or 501-882-6404.

**TECHNICAL SERVICES LN.** in thriving, automated pub. lib. serving state univ. community of 55,000, located 90 miles from Minneapolis-St. Paul. VTLS circ., statistics, authority control subsystems in place; online catalog imminent. Lib. holds 235,000 items & is resource lib. for 10-co. system. Duties include: supervising tech. services unit of 5.3 FTEs; original & complex copy cataloging of adult mat'ls. using OCLC, Dewey classifications, & LC subject headings; maintaining online authority records; selecting mat'ls. in assigned categories; & assisting in adult ref. dept. Req'd.: ALA-

accred. MLS; cataloging exp. w/OCLC, outstanding supvsy. & communication skills. Salary range \$24,000-\$32,000. Position available July 1. Send ltr. of appl., resume, transcripts, & names & ph. nos. of 3 current ref. by May 30 to: Admin. Asst., L. E. Phillips Mem'l. Pub. Lib., 400 Eau Claire St., Eau Claire, WI 54701. An EEO employer.

**ASSOC. LN.,** art museum. Manages tech. services & cataloging operations; does original & serials cataloging; supervises 1.5 FTE. Req'd.: Accred. MLS; 2 yrs.' RLIN/OCLC exp.; foreign languages. Prefer art background & supervisory exp. Salary: low to mid \$20s. Review begins April 15. Resume & 3 ref. to: S. Sigala, St. Louis Art Museum Lib., Forest Park, St. Louis, MO 63110.

**YOUTH SVCS. LN.** Delight in life, children, & lnshp. needed. Opportunity to plan & provide full range of lib. services for children, birth through YA; their primary caregivers; & other adults choosing to use juvenile mat'ls. Work effec. as part of strong, service-orien. staff team. Emphasis on preschool age group. Annual circ. 136,000 items. Dynix online catalog. Pullman, pop. 23,000, is a small city, home of Wash.'s 2nd-largest univ. Vital farm economy. Urban area 75 miles away. Residents expect quality svcs. for children. Help plan 55% lib. expansion for 1991. Prof. participation & coalition bldg. encouraged. ALA-MLS req'd. Priority on coursework & work exp. w/youth. Position avail. now; appls. accepted until filled. \$20,196-\$24,588 w/usual ben. Personal interview req'd.; ALA Dallas June 24 possible. Ques. to: Helen Perry, Dir., Neill PL, at 509-334-4555. Res. & ref. to: Chuck Hatten, Persnl. Specialist, City of Pullman, POB 249, Pullman WA 99163. An EO, AAE.

**HEAD, MEDIA SVCS.,** Univ. of Calif./Santa Cruz Lib. Assoc. Ln./Ln. Reports to univ. ln. & serves as a member of the Section Heads Council, the lib.'s principal policymaking body. Resp. for admin. of the media svcs. section, whose units--AV svcs., lang./learning lab., recordings, & slides--are composed of one ln., 9 career staff, & 30-40 student assts. Qual.: grad. degree from an ALA-accred. school of lnshp. or a master's degree in ed'l. media plus lib. exp.; demon. supvsy. & admin. ability; strong planning, team-bldg., & communication skills; demon. AV & nonprint exp. Knowl. of the broad range of media formats, AV equip't., cable TV systems, & video production desirable. Appt. level: \$31,944-\$46,020. Position available Aug. 1. Send resume & names of 4 ref. by April 30 to: Katherine Beiers, Univ. Lib., Univ. of Calif./Santa Cruz, Santa Cruz, CA 95064. An EO, AA employer.

**LN. II/ADULT SERVICES.** Master's degree in lib. science from an ALA-accred. college. Knowl. of prof. lib. principles, practices, & techniques; knowl. of current lit., trends, & developments in the field of lib. science appropriate to the areas of assignment. Abil. to communicate effectively orally & in writing. Resp. incl.: coordinating learn to read program; lib. newsletter; PR; readers' advisory; adult film program; some ref. duties. Starting salary \$17,503. Appl. deadline: April 24. Send resume & 3 ref. to: Susan Broom, Dir., St. Lucie County Lib. System, 124 N. Indian River Dr., Fort Pierce, FL 34950.

LATE JOB NOTICES CONTINUED ON PAGE 314.

**HEAD, TECH. SVCS., LN. III.** One of 3 middle-mgmt. ln. positions in lib. system & a member of lib.'s policy & plng. team. Resp. incl.: supvsn. of cat'lg. & acq. process--10 to 12 staff mem.; coord. of tech. svcs. policies & procedures w/ collec. dvpt., pub. svcs., & autom. staffs. Reqs. mgmt. exp. in tech. svcs. oper. & working knowl. of computerized acqs. & cataloging systems. Computerized system to be completed by summer 1990. Reqs. ALA-accred. master's & 5 yrs.' prof. lib. exp. Hiring range \$22,992-\$25,344; ben. incl. paid health & dental insurance for employee, low co-pay for dependents, sick leave, vac., & other fringes. Mobile PL serves a pop. of 313,900 through a main lib. & 5 branches. An employment register will be established from which applicants will be selected. Send res. & trans. to: Persnl. Offcr., Mobile PL, 701 Government St., Mobile, AL 36602. Mobile PL is an affirmative-action, equal-opportunity employer. We encourage qualified minority applicants.

**REF. LNS., 2 POSITIONS** (1. HUMANITIES SPECIALIST, & 2. SOCIAL SCIENCE SPECIALIST). LSU Libs.' ref. services div. has 10 lns. & 10 FTE support staff working in a centralized setting. The tenure-track prof. positions report to the head, ref. services, & are resp. for ref. desk service, online searching, bibl. instruction, collection development, & interlib. loan. Each position reqs. ALA-accred. MLS & a degree in the approp. subject area or equivalent exp. Ref. exp. & appropriate subject master's pref. Salary: negotiable; \$20,600 min. LSU Libs. have NOTIS & membership in ARL, RLG, CRL, ASERL, SOLINET. Preference will be given to appls. rec'd. by May 15. Send letter of appl., resume, & names, addrs., & phone nos. of 3 ref. to: Sharon A. Hogan, Dir. of Libs., Middleton Lib., La. State Univ., Baton Rouge, LA 70803. LSU is an equal-opportunity univ.

**LN., CATALOGER.** Full-time, probationary, tenure-track Instructor/Asst. Prof. cataloger resp. for original cataloging of monographs & serials (primarily state documents) using OCLC, AACR2, & LC classification & LCSH. ALA-accred. MLS req'd.; 2 yrs.' exp. w/cataloging & online catalogs req'd.; subject master's pref. Preference will be given to those candidates demonstrating prior ref., bibliographic instruction, or online searching exp. w/a willingness to assist these services. Salary to \$29,000 for 185 duty days. Appls. must be postmarked by May 22. Beginning date will be approx. July 1. Must be available for interviews June 5-9. Apply to: Thomas M. Peischl, Dean of the Lib., Mankato State Univ., MSU Box 19, Box 8400, Mankato, MN 56002-8400. Appls. from minorities encouraged.

**LN., REF. & INSTRUCTIONAL SERVICES.** Full-time, permanent, nontenure-track Instructor/Assistant Prof. to provide ref. services, instructional services, & conduct online searching; to serve as lib. liaison for assigned discipline(s). ALA master's req'd. Preference will be given to candidates with a subject master's and who demonstrate prior ref., database searching, &/or instructional exp. Pref. will also be given to candidates w/a business, science, or technology subject background. Salary to \$26,000 for 180 duty days per year. Appls. must be postmarked by May 22. Beginning date will be approximately July 1. Must be available for inter-

views June 5-9. Apply to: Thomas M. Peischl, Dean of the Lib., Mankato State Univ., MSU Box 19, Box 8400, Mankato, MN 56002-8400. Appls. from minorities encouraged.

**ASST. DIR. FOR SPECIAL COLLECTIONS.** Resp. for administering special collec. dept. & actively involved in mgmt. decisions relating to univ. libs. Qual. req'd.: Broad acad. bkgrd. ALA-MLS; demon. org'l. ldrshp., supvsn., & interpersonal relations skills; demon. skills in oral & written communication; evidence of scholarly research & publication. At least 8 yrs.' progressively resp. exp. in libs. Des.: 2nd grad. degree in subj. area; reading knowl. of at least one classical lang., & facility w/2 modern European langs.; exp. w/lib. automation. Appt. & Ben.: Faculty status (nontenure); 12-mo. appt. w/22 vacation days/yr.; liberal fringe ben.: Blue Cross-Blue Shield, TIAA/CREF. Rank: Lib. Assoc. Prof. or Lib. Prof. Sal. min. \$38,000. Appl. deadline: 5 pm, May 15. Send ltr. of appl., res., & names, addrs., & ph. nos. of at least 3 ref. to: Nancy Eaton, Dir. of Libs. & Media Svcs., 113 Bailey/Howe L., U. of Vermont, Burlington VT 05405. An equal-opportunity, affirmative-action employer.

**11 PROF. LN. POSITIONS.** Appls. invited for the following prof. positions at Cline Lib., Northern Ariz. U. For following newly funded positions, min. sal.: \$20,000-\$22,000 & hiring date of July 1. 1) ACQS. LN.; 2) ARCHIVIST; 3) SERIALS MGMT. LN.; 4) MONOGRAPHS CATALOGING LN.; 5) MEDIA LN.; 6) REF. LN.; 7) LIB. SOFTWARE SPECIALIST; & 8) FIELD SVCS. LN., .5 FTE. For following existing positions, min. salaries as indicated: 9) REF. COORD., \$30,000; 10) SPECIAL COLLECTIONS COORD., \$30,000; & 11) NONBOOK CATALOG LN., \$20,000. Each of these positions is 12-mo. contract w/acad. prof. status. Complete job descriptions available upon request. Review of appl. began in April. Send ltr. of appl., res., & names & addrs. of 3 ref. to: Jean D. Collins, Univ. Ln., Cline L., Northern Ariz. U., POB 6022, Flagstaff AZ 86011; 602-523-6802. Northern Ariz. U. is an equal-employment-opportunity, affirm.-action employer, w/the advancement of women & minorities as an institutional commitment.

**TECHNOLOGY OFFICER,** Montana State Lib. Duties: development of technology guidelines in Montana libs., training, consulting, participation in studies & in-house technology development. Reqs.: BA in computer science, lib. sci., business admin., or related field; 4 yrs.' exp. w/automated reporting & info. systems; 2 yrs.' lib. exp. Annual salary up to \$25,253. Position is grant-funded & employment is guaranteed through Sept. 30, 1990. Appl. forms can be obtained by calling the state lib. at 406-444-3115. Appl. to include a State of Montana appl. #PD-25, resume, & detailed description of an automated project for which you have been responsible by 5 pm, May 10. Return these to: Mary Jane West, Montana State Lib., 1515 E. 6th Ave., Helena, MT 59620. EEO, AA employer.

**LN. II.** Resp. for children's & young adult services, book selections, ref. service under the guidance of the lib. director. Must possess a master's degree in lib. science & good knowledge of books & authors for young readers. Salary: \$18,637-\$26,874. Apply to: Charlotte County Personnel Dept., 18500 Murdock Circle, Port Charlotte, FL 33948. EOE.

ASST. ACQS. LN. The Univ. of Texas at San Antonio seeks entry-level ln. to manage the search, order, receipt, & claim functions for monographs & serials. May incl. assignments as subj. bibliographer. Reports to head of acqs. Qual.: ALA-accred. MLS, familiarity w/book trade, abil. to communicate & work well w/faculty, staff, & vendors. Prefer: Supervisory & acad. lib. exp., familiarity w/OCLC, NOTIS, or automated functions, foreign lang., & microcomputer appls. Salary is set at \$18,000. Benefits incl.: optional retirement programs & a percentage payment of employees' Social Security. No state income tax. Date available: June 1. Appls. rec'd. by May 15 will receive priority. Send ltr. of appl., resume, & names of 3 ref. to: Sue Tyner, Asst. Dir., Univ. of Texas at San Antonio Lib., San Antonio, TX 78285. UTSA is an EEOC, AA employer.

ASST. DIRECTOR, TECHNICAL SERVICES. Reports to director; member of senior management team. Resp. for developing, acquiring, cataloging, & preserving libs.' collections; administers division composed of acq., monographs cataloging, & serials w/15 lns. & 72 FTE staff; collection budget of \$3.1 million; establishes plans, policies, & programs related to bibl. control & collection management. MLS from ALA-accred. lib. school; extensive & increasingly resp. exp. in technical services in a research lib.; demonstrated evidence of leadership, managerial, & creative abil.; understanding of nat'l. & int'l. development in bibl. control; knowl. of state-of-art in collection development & preservation; abil. to communicate effectively. Salary: \$45,000 min. Appl. review begins May 1 for summer or fall start. Send resume, names & adds. of 4 confidential ref. to: Chair, Technical Services Search Cmte., North Carolina State Univ., Box 7111, Raleigh, NC 27695. NCSU is an AA, EEO employer.

ASST. DIRECTOR, PUBLIC SERVICES. Reports to dir.; member of senior management team; resp. for development & provision of services in support of univ. teaching, research, & extension programs; administers division composed of access services, ref., documents, ILL, technical info. center, & branch libs. w/18 lns. & 75 FTE staff. Along w/senior admin. in libs. & acad. computing, plans appls. of computer technology to info. services. MLS from ALA-accred. lib. school; extensive & increasingly resp. exp. in public services area in a research lib.; demonstrated evidence of leadership, managerial, & creative abilities; commitment to creating a responsive & innovative public services environment; abil. to communicate effectively. Sal.: \$45,000 min. Appl. review begins May 1 for summer or fall start. Send resume, & names & adds. of 4 confidential ref. to: Chair, Technical Services Search Cmte., North Carolina State U., Box 7111, Raleigh NC 27695. NCSU is an AA, EEO employer.

LN., DEPT. HEAD. Challenging position in busy, highly automated lib. Supervises cataloging & processing dept. w/7.5 FTE & mat'ls. budget of \$385,000. Develops & implements policies & local standards. Exp. w/Geac & authority control highly desirable. Reqs. knowl. & proficiency in applying AACR2, Dewey, LC subject headings, MARC formats, OCLC input standards. ALA-accred. MLS req'd. 4 yrs.' progressively resp. exp. in technical services pref. Salary \$28,395-\$36,755. Excellent fringe benefits. First consideration given to appls. rec'd. prior to May 31. Submit appl., res., & letter to: Linda Elliott, Dir., Palos Verdes Lib.

District, 650 Deep Valley Dr., Palos Verdes Peninsula, CA 90274.

REF. LN./SCIENCES BIBLIOGRAPHER requiring an ALA-MLS. Incls. collection development resp. for sciences in Col. of Agriculture, Sciences & Technology; general ref. duties incl. bibl. instruction, online database searches, & liaison between lib. & sci. faculty. Position reqs. ref. desk rotation incl. nights & weekends. Req'd.: Min. of 3 yrs.' progressive exp. in ref. services covering above listed duties in an acad. lib., undergrad. major in a scientific field, excellent communication skills, & strong commitment to service. Prefer 2nd master's degree, exp. in technical services, & exp. w/lib. automated systems. Salary: Base \$26,500. Available now. Faculty rank for 12-mo. contract, commensurate w/ed'l. bkgrd. & exp. Appl. deadline: April 15, or until filled. Send ltr. of appl., resume, & names & ph. nos. of at least 3 ref. to: Sandra Cox, Dir. of Human Resources Mgmt., Northwest Mo. State U., Maryville, MO 64468. AA, EOE. Northwest encourages women & minorities to apply.

ASST. CATALOGING LN., Ladd Lib. Bates College has opening for ln. who catalogs serials, standing orders, federal gov't. document serials, & Maine gov't. document serials. Also plans, organizes, & supervises cataloging of these & other mat'ls. Shares organization, direction, & supervision w/catalog ln. MLS, 3 yrs.' exp. in technical services, reading knowledge of one foreign lang., familiarity w/OCLC or other bibl. utility req'd. Lib. anticipates installation of OPAC in 1990. Generous benefits. Salary \$21,300-\$23,000. Submit resume & 3 letters of ref. by April 21 to: Katherine Kott, Chair, Search Committee, Ladd Lib., Bates College, Lewiston, ME 04240. Bates is an EO, AAE.

DIR. OF UNIV. LIBS., Howard Univ. Appls. are now being accepted for this position. Appt. will begin July 1. Applicants should have: an MLS degree or equivalent from an ALA-accred. institution & a 2nd master's degree or higher; a doctorate in an acad. discipline is desirable; a minimum of 10 yrs.' prof. exp., incl. at least 5 yrs.' admin. exp. in a major acad. lib. Salary will be commensurate w/qual. & exp.; \$60,000 to \$80s. Preliminary screening began April 1. Appl. must include a current resume & names, adds., & ph. nos. of at least 3 ref. To expedite appl., 3 recommendation letters are to be sent directly to the above address. Appls. & nominations should be sent to: William A. Sadler, Ch., Review & Advisory Cmte., Grad. School of Arts & Sciences, Office of the Dean, Howard Univ., Washington, DC 20059. Howard Univ. is an affirmative-action, equal-opportunity employer.

LN. Small, independent, multiracial school seeks ln. for September. Bright, warm, versatile individual. All aspects of school lib. operations, pre-school to 8th grade. Excellent background in children's literature, multicultural resources. Apple 2GS & standard AV equip't. Supportive professional environment. Collaborate w/teachers on curriculum. Exp., familiarity w/Montessori or progressive schools is a plus. Salary: \$15,000-\$21,000. Send resume to: Director, Ancona School, 4770 S. Dorchester, Chicago, IL 60615. Persons of color are encouraged to apply.

LATE JOB NOTICES CONTINUED ON PAGE 316.

# REF. LN./ASST. COORD. OF ONLINE SEARCH SERVICES.

Position available June 1. Primary resp.: Provide general ref. services in social sci. & humanities. Participate in all ref. services activ. incl. desk duty (night & weekend rotation), automated ref. services (online database searching, assistance w/ CD-ROM, online catalog, etc.), bibl. instruc., collec. development for ref. mat'ls., & prep. of bibliographies, guides, & other handouts. Second-

dary resp.: Assist in coord. of online search services. Qual. req'd.: ALA-MLS; effective interpersonal & communication skills; exp. or training in automated ref. services, bibl. instruc., & collection development. Qual. desired: Undergrad. or grad. degree in a social sciences or humanities field. Rank & salary: Ln. I or II w/\$21,000 min. Appl. closing date: May 19. Please forward res. & names, adds., & ph. nos. of 3 ref. to: Andrea Brigalia, Admin. Asst., Howard-Tilton Mem'l. Lib., Tulane Univ., New Orleans, LA 70118. An EO, AAE.

## LEADS INFORMATION

### Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

### Frequency/Deadlines

**LEADS classifieds:** All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

### LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

**Joblines:** Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (NOTE: **AL does not supply job lists or forward jobs to clearinghouses.**)

**Positions Wanted:** ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

**Positions Open, Professional Exchange, or Requests for Proposals** (Please state department and format desired):

**Line-by-line:** \$6/line; 25% off for ALA organizational members (\$4.50/line).

**Display:** Boxes, larger type, prominent format. \$60/column inch; 25% off for ALA organizational members.

**Late Job Notices:** \$6/line (no display ads accepted); 17% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

**Automation Exchange:** Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$6/line (no display ads accepted); multiple-insertion discounts on total cost: 2-5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

**Consumer Classics:** Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

**Datebook:** Line-by-line or display format. See rate box in section.

**Box numbers:** AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads).

**GRAPEVINE weekly online job alert:** All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

### Address

Contact: Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

**Electronic Mail:** Via ALANET: write c/o ALLEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

**To reply to box nos., write:** Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

### PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

### GRAPEVINE Rates

**Brief job listings only.** Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

## CAREER OPPORTUNITIES

### JOB LINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL **does not** supply job lists or forward jobs to clearinghouses. For complete Joblines, see February AL, p. 135.

**ASIS**, ASIS Hqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.**, 602-278-1327, see also Mountain Plains; **ACRL**, 312-944-6795; **Br. Columbia**, 604-430-6411; **Calif.**, 916-443-1222 or 818-797-4602; **CMLEA**, 415-697-8832; (**Calif.**) **San Andreas-S.F. Bay/SLA**, 408-378-8854, 415-391-7441, or via Dialmail and Onlyme electronic mail services; **S. Calif./SLA**, 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs./Ottawa Chap.**, 613-237-3688; **Colo.**, 303-866-6741, see

also Mountain Plains; **Conn.**, 203-645-8090; (**D.C.**) **Metro. Wash.**, 202-223-2272; **Del.**, 302-736-4748 (in Del. only, 800-282-8696); **Drexel Univ.**, 215-895-1672; **Fla.**, 904-488-5232; **Ill.**, 312-828-0930; **Ind.**, 317-926-6561; **Institutional Libs.**, S. Carlson, R.I. Dept. of State Lib. Svcs., 300 Richmond St., Providence 02903; **Ia.**, C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.**, see Mountain Plains; **Md.**, 301-685-5760; **Mich.**, 517-694-7440; **Midwest**, 317-926-8770; **Mo.**, 314-442-6590; **Mont.**, see Mountain Plains; **Mountain Plains**, 605-677-5757; **Nebr.**, 402-471-2045, see also Mountain Plains; **New Eng.**, 617-738-3148; **Nev.**, see Mountain Plains; **N.J.**, 609-695-2121; **N.Y.**, 212-227-8483; **N.Y. Chap./SLA**, 212-214-4226; **N.C.**, 919-733-6410; **N.D.**, see Mountain Plains; **Okla.**, 405-521-4202; **Ore.**, 503-585-2232; **PNLA**, 206-543-2890; **Pa.**, 717-234-4646; **PLA**, 312-664-5627; **R.I.**, P. Stoddard, Univ. of R.I. Lib., Kingston 02881; **Rural Libs.**, M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.**, Univ. of, 803-777-8443; **S.D.**, see Mountain Plains; **SLA**, 202-234-3632; **Tex.**, 512-463-5470; **Utah**, see Mountain Plains; **Vet. Admin. Lib. Network**, 202-233-2820; **Va.**, 703-370-7267; **W. Va.**, call Pa. Coop. Job Hotline; **Wyo.**, see Mountain Plains.

### POSITIONS WANTED

**CHALLENGING ASSIGNMENT IN ACADEMIC, PUBLIC, OR SPECIAL** library wanted by ALA-MLS (1979). Experienced in public, technical services, indexing abstracting, and automated circulation. Supervisory background. Broad knowledge of data processing, personal computing, & online services. Metro N.Y.C. preferred. Contact: Louis V. Catucci, 537 Ovington Ave. #C1, Brooklyn, NY 11209.

**SCHOOL LIBRARIAN.** 12 yrs.' experience, K-12. ALA-MLS, MS in Education, EdD in Educational Technology. Position wanted in Pittsburgh area. Contact: Carol Mann, 900 Lakeland, Mesquite, TX 75149.

**MULTILINGUAL LIBRARIAN SEEKS MIDWEST POSITION.** ALA-MLS & MA-Spanish; also know Catalan/Danish/Norwegian/Swedish. Computer literate; varied experience, most recently in small library administration. Library & nonlibrary settings considered. Catherine A. McClarey, POB 9, Dwight, IL 60420.

**Employers: Your search is over.  
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**AV, BOOKMOBILE, CHILDREN, CIRCULATION, COMMERCE, DOCS., GENERAL CATALOG, INSTRUCTION, MEDICAL, REFERENCE**—Quick study, will work your front desk or back shop, 1–9 mos., Feb. 15–Nov. 15. Scale + one mo.'s advance; call 702-945-2754 or write M. L. Pierce, Hawthorne, NV 89415-1721.

**LIBRARY AUTOMATION SPECIALIST:** ALA-MLS, BA (Business), 15+ yrs. experience with all phases of integrated systems. RFPs, conversion, installation and implementation. Knowledge of MARC formats, Cataloging, Authority Control, OPAC, & Acquisitions. Worked with PCs, Minis, and Mainframes; multiusers and networks. Prefer western part of the U.S. Reply to: Box B-992-W, c/o LEADS editor, *American Libraries*.

**CATALOGER: ALA-MLIS WITH 2 YRS. EXPERIENCE.** Master's of History; LC, Dewey, AACR2, MARC, LCSH. Fluent Russian, Italian, working knowledge of French, Latin, Slavic, German. Sound experience in online cataloging, searching, conversion (Utlas, DRA, others, microcomputers). Will relocate, prefer N.Y., Pa., D.C. Reply to: Box B-990-W, c/o LEADS editor, *American Libraries*.

**POSITIONS OPEN**

**ACADEMIC LIBRARY**

**Access services librarian.** Minot State University has an opening for an access services librarian. The primary responsibility of this person is the supervision of the interlibrary loan and circulation units. Also participates in bibliographic instruction, online search, and reference services. Minot State University Library participates in the North Dakota Higher Education Computer Network and will have an online catalog and circulation system by the end of 1989. Salary: \$19,524 and up, depending upon qualifications and experience. Benefits: TIAA/CREF, Blue Cross-Blue Shield. **QUALIFICATIONS:** MLS is required, as well as the ability to work effectively with students, faculty, and staff. **Applications must be postmarked by May 1.** Send letter of application, resume, and the names of 3 references to: Susan Podrygula, c/o Search Committee, **Memorial Library, Minot State University, Minot, ND 58701.**

**Assistant department head,** catalog management department, Cornell University. Administer authority control and catalog support sections, assist with administration of department, oversee authority control operation for Cornell database and online catalog, serve as resource regarding authority control issues. **QUALIFICATIONS:** MLS from ALA-accredited library school or equivalent; 2 yrs. experience with AACR2/LCSH; working knowledge of U.S. MARC bibliographic and authority formats; demonstrated ability to deal with complex problems; reading knowledge of one or more foreign languages desirable. Salary: minimum \$22,000. **Applications due April 15,** but accepted until position filled. Send cover letter, resume, and names of 3 references to: Ann Dyckman, Personnel Director, **Cornell University Library, 201 Olin Library, Ithaca, NY 14853.** Cornell is an affirmative-action, equal-opportunity employer.

**Assistant head of reference,** Texas A&M University. Oversee the daily operation of the reference desk, including problem solving and assisting with difficult reference questions. Establish routines and procedures for reference desk operations. Provide comprehensive

service at the reference desk approximately 5 hours per week, including assisting with computerized reference services. Prepare and monitor weekly and monthly reference desk schedules. Supervise and instruct 7 entry-level reference librarians with rank of Instructor. Review job responsibilities, draft job announcements, and participate in interview process. **QUALIFICATIONS:** ALA-MLS. Requirements include a minimum of 3 yrs. reference experience in academic or large public library, extensive knowledge of reference services and sources, demonstrated instructional ability, substantial knowledge of BRS and Dialog, knowledge of OCLC and/or other automated bibliographic control systems, and good foundation in research methodology and statistics. 2nd master's degree preferred. Prefer at least one yr.'s supervisory experience, or experience in the coordination of reference services, and some experience with at least one OPAC. Must have effective communication skills and good public service attitude. Salary: \$23,000 minimum for 10.5 mos.; \$24,000 with additional master's; negotiable based on qualifications; faculty rank. **BENEFITS:** Competitive benefits package. No state income tax. Texas A&M is located in Bryan/College Station between Austin and Houston. **CLOSING DATE: Applications received by May 12 will receive first consideration.** Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 profes-

sional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

**Bibliographer for Latin America, Spain, and Portugal,** University of Georgia Libraries. (Salary minimum \$20,000.) **DUTIES:** The bibliographer for Latin America, Spain, and Portugal reports to the head of the humanities department and is responsible for developing and managing strong research collections of Spanish- and Portuguese-language materials and other foreign language materials relevant to Latin American, Spanish, and Portuguese studies. The bibliographer for Latin America, Spain, and Portugal is also responsible for in-depth reference services, bibliographic instruction, and online searching in assigned subject areas, and for facilitating access to these collections. The humanities department is composed of 5 bibliographers and 3 support staff. **QUALIFICATIONS:** ALA-accredited MLS; fluency in oral and written Spanish; reading knowledge of Portuguese; subject expertise in Spanish or Latin American studies; effective oral and written communication skills; ability to establish and maintain effective working relationships with colleagues, faculty, and library users; advanced degree in a relevant subject area preferred; appropriate experience in an academic library preferred; working knowledge of other modern European languages preferred; knowledge of computerized database searching desired. This position will be filled only if suitable applicants are found. **APPLICATION PROCEDURE: Send letter of application by May 5,** including resume and names of 3 references, to: Florence E. King, Personnel Librarian, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

**Catalog librarian.** National University has an immediate opening for a full-time catalog librarian. Position requires: MLS degree supplemented by a minimum of one yr.'s experience in cataloging and use of OCLC; some experience in automated library systems and the ability to work evenings and weekends. Salary \$21,000–\$26,000. **Send resume and 2 letters of recommendation by April 21** to: Ann Marie Secord, Dean, Library Services, **National University, 4007 Camino Del Rio S., San Diego, CA 92108.** EOE.

**Catalog librarian, 2 positions,** at Arizona State University, which is making available 2 potentially entry-level positions for beginning librarians within the environment of an innovative and highly automated research library: one for science cataloging and one for cataloging in the social sciences and humanities. **RESPONSIBILITIES INCLUDE** cataloging in the specified subject areas, dependent on departmental needs and the subject and language background of the successful candidates. Both librarians will participate in the planning, governance, and general management of the Department of Original Cataloging and Special Languages and may train and supervise classified staff. **THE SCIENCE CATALOGING POSITION REQUIRES** a broad academic background in the sciences and prefers language competency in German. **THE SOCIAL SCIENCES/HUMANITIES POSITION REQUIRES** a broad academic background in the social sciences and/or humanities and prefers the ability to work with materials in non-Roman alphabet languages other than Cyrillic, Chinese, and Japanese. **COMMON QUALIFICATIONS INCLUDE THE FOLLOWING.** Required: ALA-accredited MLS degree; knowledge of AACR2, LCSH, LC classification system, and MARC formats; demonstrated interpersonal and communication skills. Preferred: Original cataloging experience (either professional or preprofessional) in a research library; experience with a bibliographic utility; supervisory and training experience. Salary: \$20,000 and up, dependent on qualifications (but essen-

**Regional salary guide**

Listed below are the latest minimum starting salary figures recommended by 15 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	\$22,200
Indiana	varies*
Iowa	\$18,792
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$22,000
New Jersey	\$22,000
New York	varies*
North Carolina	\$20,832**
Ohio	\$20,024
Pennsylvania	\$20,000
Rhode Island	\$21,000
Vermont	\$19,500
West Virginia	\$20,000
Wisconsin	\$23,700

\*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

\*\*North Carolina State Library's recommendation is only for public librarians.



# SAINT MICHAEL'S COLLEGE

## Library Director

Applications are invited for the position of Library Director at Saint Michael's College. Saint Michael's is a Catholic liberal arts college, located close to Lake Champlain and the vibrant City of Burlington and is within short distance from the beautiful mountains of Vermont. The director is responsible for planning, directing and evaluating all library functions and services and integrating them with the academic programs of the college. Specific responsibilities include overseeing an annual operating budget exceeding a half million dollars and managing a staff of 17 FTE (including five professionals). The director reports to the Vice President for Academic Affairs. Professional librarians have academic status but not rank.

The Durick Library serves 1,700 undergraduates, 200 graduate students, 150 faculty, 200 staff and supports international and adult education programs. The library has over 150,000 volumes and is engaged in an ambitious collection development program. Also planned are total system computerization and a major library addition.

Minimum requirements for position of director include MLS and/or advanced academic degree and demonstrated significant library experience in positions of increasing administrative responsibility and leadership. Salary range is \$30,500-\$42,000.

Send letter of application, resume, and three professional references by April 21, 1989 for beginning date no later than September 1, 1989. Screening of applicants will continue until position is filled.

**Director of Personnel**  
**Saint Michael's College**  
**Winooski, VT 05404.**

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Affirmative  
Action  
Employer

tially entry-level positions). **Applications received by April 30 will receive first consideration**, although recruitment will remain open until the positions are filled. **TO APPLY:** Specify the position of interest and send separate applications if applying for both. Send letter of application and resume which together address all of the general and specific qualifications related to the position in which interested, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Associate Dean of University Libraries, **Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.** ASU is an affirmative-action, equal-opportunity employer.

**Cataloger-monographic (Africana).** Performs original and complex copy cataloging of monographs using Northwestern's NOTIS system, AACR2, LCSH, and Dewey classification. Works cataloged are from or about Africa. They may be on any subjects and in any of a variety of primarily Roman-alphabet languages. Contributes authority records to NACO. **QUALIFICATIONS:** Master's from an ALA-accredited library school. Knowledge sufficient to perform subject analysis in 2 or more relevant modern European languages, preferably including French (other desirable languages include German, Portuguese, Italian, and Afrikaans). Familiarity with the MARC books and authorities formats. Fully original cataloging experience in an automated environment preferred. Some Africana background desirable, but not required. Salary: \$21,000-\$25,000. Available immediately. Send application and resume, including names of 3 references, to: Ann Smith, Personnel Manager, **Northwestern University Library, Evanston, IL 60208.** An EEO, AA employer.

**Cataloger (monographs).** **DUTIES:** Under the general direction of the head of cataloging, this position performs original cataloging of monographs in several subject areas, including science and technology and in a variety of languages in both book and non-book format; and other general assignments.

**QUALIFICATIONS required:** MLS from ALA-accredited library school; some cataloging experience; bibliographic knowledge of European languages; evidence of research and publication. **Desirable:** Broad educational background, including coursework in sciences, mathematics, or technology; familiarity with automated cataloging systems; knowledge of LC classification and subject headings, AACR2, and MARC formats; knowledge of Russian; 2nd master's degree. Available July 1. Salary: \$28,966. Benefits: TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. **UNIVERSITY LIBRARIES:** A member of the Research Libraries Group and ARL, the University Library consists of a main library and 6 branches. The collection contains more than 2.2 million volumes, 17,000 periodical subscriptions, and 3 outstanding special collections in history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of the library facilities. The libraries possess an LS/2 automated circulation system and are involved in the implementation of the NOTIS system. **EMPLOYMENT:** Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. **DEADLINE FOR APPLICATIONS: May 15.** **APPLICATION:** Send letter of application with resume and the names of 3 references, including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, **University Libraries, University of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

**Chinese catalog librarian/bibliographer.** Performs original and adaptive cataloging of Chinese materials according to AACR2, OCLC, and LC standards; provides reference services; participates in collection development; supervises circulation and reserve activities; maintains bibliographic records. **QUALIFICATIONS:** MLS from an ALA-accredited library school (preferred) or an equivalent degree from a foreign institution, or an MA in

Chinese studies; formal training in Chinese studies with emphasis on humanities; knowledge of OCLC/CJK or other automated systems and library experience desirable. Minimum salary \$19,728. Position will remain open until filled. **Initial review of applications will begin May 1.** Send letter of application, resume, and 3 letters of reference to: **Personnel Office, Box 1184, Washington University, One Brookings Dr., St. Louis, MO 63130-4899.** Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

**Circulation librarian.** Fitchburg State College is currently accepting applications for the position of circulation librarian. Reporting to the director of the library, the circulation librarian is responsible for supervising the activities of 2 full-time staff and 20-25 students, as well as stack maintenance. The qualified applicant will possess an MLS, 2-3 yrs. experience, will be self-directed, and be able to work with diverse groups in a changing automated environment. Experience in an academic setting and with an automated online circulation system is desirable. Salary negotiable, commensurate with experience, \$22,000 minimum. **Please send resume, 3 letters of recommendation, and all college transcripts by April 22 to: Personnel Office, Fitchburg State College, Fitchburg, MA 01420.**

**Circulation services and microcomputer librarian.** Directs circulation and reserve functions on DRA automated system; supervises one nonprofessional and approximately 35 student assistants; directs microcomputer lab; and participates in collection development and bibliographic instruction activities. **QUALIFICATIONS:** ALA-accredited MLS; some circulation services experience; some professional experience desirable; demonstrated supervisory ability; expertise with microcomputer word processing software; strong interpersonal skills. Salary: Minimum \$21,000. Starting date July 1. **Send resume by May 1 to: Andrea Hoffman, Library Director, Wheelock College Library, 132 Riverway, Boston, MA 02215.** An equal-opportunity, affirmative-action employer.

**Coordinator, MINITEX/OCLC services.** MINITEX, a resource-sharing network serving libraries in Minnesota, North Dakota, and South Dakota, seeks a service-oriented individual to assume a MINITEX/OCLC services coordinator position. The coordinator will work closely with participants providing OCLC training and support, and will take part in new developments that will affect library services in the region for the next several years. **RESPONSIBILITIES:** The MINITEX/OCLC program serves over 160 academic, public, private, and state agency libraries. Under the direction of the assistant director for OCLC and reference services, the coordinator will assist in implementing training and support programs for the various OCLC systems and services. Working with other MINITEX staff, this person will provide technical information and problem-solving assistance to participants both in regards to OCLC and other MINITEX services. This includes conducting training sessions, providing telephone assistance, and preparing training materials and regular informational mailings. Extensive travel throughout the region will be required, as well as use of a personal car. **REQUIRED QUALIFICATIONS:** Master's degree from an ALA-accredited library school and a minimum of one yr.'s professional library experience. Knowledge of cataloging principles and standards using AACR2 and OCLC/MARC and experience using the OCLC cataloging subsystem. Working knowledge of one or more microcomputer software packages. Effective written and oral communication skills. Demonstrated organizational skills. *Preference will be given to candidates having any combination of the following:* Experience with library networking and cooperative library services; technical knowledge of MS-DOS microcomputers and periph-

erals; experience with automated library systems in addition to OCLC; teaching or training experience; flexibility and the ability to work independently and under pressure. **APPOINTMENT:** The appointment is in the University of Minnesota's Academic Administrative Class. Minimum salary is \$26,000 and is dependent upon qualifications and experience. Excellent fringe benefits. Position is available July 1. **Applications including the position #UL181 must be postmarked by April 28.** Applicants should send a letter of application with detailed resume and names and addresses of 3 references to: Barbara Doyle, Personnel and Staff Development Officer, **University of Minnesota/Twin Cities Libraries, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455-0414.** The University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities.

**Database activities section head,** library bibliographic control. The University of Connecticut is seeking an experienced technical services librarian to fill an important new supervisory position in the central library as head of the database activities section. Reporting to the head of the bibliographic control department, the incumbent will manage the work of the section which includes database research and development, maintenance of online and offline files, the creation and upkeep of files in the Connecticut Union List of Serials, and leading departmentwide discussions relevant to online database activities; and supervises the staff in the section. **REQUIREMENTS INCLUDE** an MLS from an ALA-accredited program and a minimum of 2 yrs.' relevant post-MLS experience, preferably in an automated environment; demonstrated knowledge and effective application of AACR2, LC classification and subject headings, and MARC record structure and tagging; demonstrated knowledge of library automation including the development, design, and implementation of bibliographic databases; reading knowledge of a foreign language; demonstrated potential for management, including good interpersonal and supervisory skills. Successful supervisory and training experience desirable. Anticipated salary is in the mid to high \$30s dependent on qualifications. **Preliminary screening will begin April 30.** Please send letter of application and resume to: **Homer Babbidge Library, U-5A, University of Connecticut, 369 Fairfield Rd., Storrs, CT 06269-1005.** We are an affirmative-action, equal-opportunity employer (Search #9A46).

**Director of instruction and access services,** Mary Washington College. Mary Washington College Library invites applications for the director of instruction and access services, which starts July 1. **RESPONSIBILITIES INCLUDE:** providing leadership, planning, and administration of library's public services, coordinating and scheduling, including evening and weekend hours, for 3 librarians and 3 support staff members. **QUALIFICATIONS INCLUDE:** service orientation, ALA-accredited MLS, experience with increasing responsibility, effective bibliographic instruction programs, demonstrated ability to work effectively with faculty and students, effective communication and writing skills, online and CD-ROM database searching. Mary Washington College is a liberal arts college located between Richmond, Va., and Washington, D.C. The library, built in 1989, has a collection of 285,000, serving 3,000 undergraduate students, 165 faculty members, 8 librarians, 11 support staff; OCLC SOLINET, VTLS-integrated library system. Salary range is \$25,000-\$34,000 with state benefits and professional faculty rank. **Review of applications will begin on April 24** and will continue until the position is filled. A letter of application, resume, and 3 references are to be sent to: **LeRoy S. Strohl, Library Director, Mary Washington College, Fredericksburg, VA 22401-5853.** AA, EOE.

## CHIEF LIBRARIAN

Applications and nominations are invited for the position of Chief Librarian of Queensborough Community College of The City University of New York. The Chief Librarian serves as chairperson of the Library Department and supervises a staff of 23. The Library has a collection of 127,000 volumes and more than 700 periodicals with automated circulation, serials, and cataloging systems. It provides audiovisual services and operates an Instructional Resources Center which offers CAI and other PC-based student support services.

Candidates must have an ALA-accredited MLS and a doctorate or second Master's degree; administrative experience; academic orientation; the ability to communicate effectively; and a knowledge of library automation systems. They should hold academic credentials appropriate to senior faculty rank. Salary range: mid-\$40s to mid \$60s, depending on qualifications. Send applications no later than April 24, 1989, to:



Chief Librarian Search Committee  
Office of Academic Affairs A-503  
Queensborough Community College/CUNY  
222-05-56 Ave., Bayside, NY 11364

Affirmative Action/Equal Opportunity Employer

**Director** of university library. Effective date of appointment: July 1. Salary range: \$42,500-\$47,500. Benefits: A package of fringe benefits valued at 15.2% of gross salary is available. **POSITION CHARACTERISTICS:** This position is full-time, tenure-track, 12-mo. appointment. Responsibilities include management of a staff of 17 library professionals and 17 support personnel with an annual budget of \$1.4 million, setting acquisitions policies and standards, implementing the university's personnel evaluation system for library staff, and maintenance of organizational relationships both internal and external to the library. **QUALIFICATIONS:** 1) Academic credentials: The minimum requirements for appointment to this position are—an earned doctorate in an academic discipline and a master's degree from an ALA-accredited institution. 2) Teaching or other professional experience: Substantial library experience, preferably in an academic library, with a minimum of 5 yrs.' experience in library administration. Experience with computer hardware/software technology and applications in implementing online catalog and circulation systems; demonstrable communication and organizational skills. Strong preference will be given to applicants with ability to plan and evaluate overall library operations. **GENERAL INFORMATION:** Nicholls State University exceeds 7,000 students on a 200-acre campus, located on the eastern edge of Thibodaux, La., a city of 20,000. **FILING DEADLINE: To be considered, all application information must be received by May 1.** **APPLICATION:** Send application or nominations, correspondence, and vita to: **Office of the President, Nicholls State University, POB 2001, Thibodaux, LA 70310.** EEO, affirmative-action employer.

**Education librarian.** Wichita State University Library is seeking a librarian who will act as subject specialist for the College of Education. This librarian will assist users directly at the central reference desk, participate in the bibliographic instruction and collection development programs, provide computer searches, participate in reference department decision-making and library and university activities, and serve as liaison with the faculty of the College of Education. The successful candidate will be service-oriented, able to work effectively with both students and facul-

ty, and be committed to promoting library services and collections to the academic community. ALA-accredited MLS required. An additional graduate degree in education is desirable. Wichita State University is an urban institution with an enrollment of 17,000. The library is fully automated on the NOTIS system. The library building has recently been remodeled and expanded. Librarians at Wichita State enjoy faculty rank, privileges, and responsibilities. Wichita is an active, growing city with a population of 400,000. Starting salary \$20,000-\$26,000 for 12-mo. appointment, depending on experience and qualifications. Tenure eligible. Choice of retirement plan, including TIAA/CREF; Blue Cross-Blue Shield or HMO. **Applications must be received by May 1, or the first of each month thereafter until the position is filled.** Finalists will be invited for an expense-paid interview. Send letter of application, resume, and names of 3 references to: Sharon L. Bostick, Head of Reference, **Wichita State University, Campus Box 68, Wichita, KS 67226.** Wichita State University is an affirmative-action, equal-opportunity employer.

**Georgia Center for Continuing Education librarian,** University of Georgia Libraries. The Georgia Center is a residential conference center located on the University of Georgia campus, which offers programs and credit classes to nearly 100,000 adults annually. (Salary minimum \$19,700.) **DUTIES:** The Georgia Center librarian reports to the educational resources librarian, education department (Main Library), and is responsible for the development and management of services and collections of the Georgia Center for Continuing Education Library, which is administered through the Department of Personal Adult Learning Services. Responsibilities include providing reference services; conducting formal library instruction; performing computerized database searches; preparing bibliographies, guides, and exhibits; selecting and evaluating adult and continuing education materials; and supervising one support staff. **QUALIFICATIONS required:** ALA-accredited MLS; ability to establish and maintain effective cooperative relationships with colleagues, faculty, and library users; interest in user education; effective oral and written communication skills; strong public service orientation. *Preferred:* Working knowledge of basic reference sources; creativity

## Minority Internship

Ohio State University has a strong commitment to affirmative action and is actively seeking to increase minority representation in all areas of the university. The University Libraries' Minority Internship Program is one component of the libraries' overall affirmative-action plan and is intended to increase the representation of minority librarians at Ohio State and to further the growth and development of minority librarians within the profession. This newly established program is designed to assist a recent library school graduate in making a successful transition to academic research librarianship. Ohio State University Libraries, one of the nation's largest academic research library systems, has the resources and commitment to introduce and orient the recent minority graduate to the complexities of librarianship in a highly diverse environment. The 2-year internship will provide the opportunity for hands-on experience in most areas of the University Libraries' operations, including the workings of both public and technical services as well as administration. The first year includes introduction/orientation to the various departments and operations, while the 2nd year of the internship will emphasize one or more areas of special interest to the intern. The internship may begin as early as July 1, but not later than fall 1989.

**QUALIFICATIONS:** Recent MLS from an ALA-accredited program (degree requirements must be fulfilled by fall 1989). Members of minority groups underrepresented at Ohio State are the focus of this program. Salary: \$21,600–\$23,040 plus benefits.

**The internship will remain available until filled; applications received by May 15 will receive first consideration.** Applicants should submit resume, undergraduate and graduate transcripts, and names, addresses, and telephone numbers of 3 references to: **Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.**

and flexibility in planning and implementing library programs. **Desired:** Interest in academic librarianship; knowledge of computerized database searching; interest in and commitment to the concept of adult learning through continuing education. This position will be filled only if suitable applicants are found. **APPLICATION PROCEDURE:** Send letter of application by May 12, including resume and names of 3 references, to: Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602. An equal-opportunity, affirmative-action institution.

**Government documents librarian.** Administers U.S. and Florida depository collections. Also assists in providing general reference services, BI, and online searching. Available Aug. 1. ALA-accredited MLS required. Courses or experience in documents and online databases preferred. Tenure-track, 12-mo. faculty appointment at Instructor rank. Salary \$20,000. **Send letter, resume, and names and telephone numbers of 3 references by May 12 to:** Sims D. Kline, Director, Stetson University Library, DeLand, FL 32720.

**Head, acquisitions section,** Michel Orradre Library, Santa Clara University (readvertised position). Manages operations of acquisitions section; supervises 5 FTE nonexempt staff; oversees firm orders, serial subscriptions, domestic approval plans, out-of-print orders, and gift processing; serves as primary liaison with university's Business Office concerning acquisitions budget of approximately \$1 million; coordinates acquisitions procedures with bibliographers. **REQUIRED:** MLS or equivalent degree from ALA-accredited program; at least 2–3 yrs.' relevant professional experience; prior experience as supervisor or manager; strong interpersonal and communication skills; experience with automated systems; and extensive familiarity with the book trade. **Desirable:** Experience with OCLC; collection development experience; and knowledge of at least one modern foreign language. Initial appointment at Senior Assistant or Associate Librarian rank, depending upon qualifications. 1988–89 salary range \$26,286–\$41,633. **Apply by May 31 to:** Elizabeth M. Salzer, University Librarian, Michel Orradre Library, Santa Clara University, Santa Clara, CA 95053. Santa Clara is an AA, EO employer.

**Head, cataloging department,** University of Central Arkansas. **RESPONSIBILITIES:** Holds administrative responsibility for cataloging department; trains, supervises, and evaluates 3 full-time and one part-time staff and some student assistants. Performs original cataloging and classification of Arkansasiana work as required. **REQUIREMENTS:** MLS from ALA-

accredited school; 3 yrs.' experience in a cataloging department with one yr.'s supervisory experience; knowledge of OCLC, AACR2, Library of Congress subject headings, LC and Dewey classification, working knowledge of authority practices; experience with online catalog helpful (CLSI preferable). Working knowledge of one or more European languages, particularly German, desirable. **SALARY AND BENEFITS:** \$20,000 or above, commensurate with experience and qualifications. TIAA/CREF, medical, dental, disability insurance programs. **For full consideration, submit letter of application, resume, names/addresses/telephone numbers of 3 references by April 18 to:** Kaye Talley, Coordinator of Technical Services, Torreyson Library, University of Central Arkansas, Conway, AR 72032.

**Head, NORLIN reference department.** This tenure-track position reports to the assistant director for public services at a department-head level. The job duties involve responsibility for the effective management of central reference (social sciences and humanities) services, including hiring, training, and evaluating a staff of 6.5 FTE professionals and 2.8 FTE classified; establishing and monitoring a student wage budget; overseeing central reference collection development; active participation in reference and bibliographic instruction; vigorous involvement with new reference technologies and services; participation on the University Libraries' Administrative Council. **REQUIREMENTS:** 1) MLS from an ALA-accredited library school; 2) minimum 3 yrs.' recent professional experience as a reference librarian in a research setting; 3) professional experience with online searching; 4) professional experience with bibliographic instruction; 5) effective oral and written skills; 6) strong interpersonal skills; and 7) show potential for research and evidence of scholarly and/or professional achievement. **Preferences:** 1) supervisory experience in a public services department; 2) knowledge of and experience with emerging automation technology, including personal computers, electronic mail, telefacsimile, etc.; 3) professional experience with reference CD-ROM technology; 4) professional experience with collection development and faculty liaison; and 5) experience working with academic faculty. This is a 12-mo., tenure-track appointment at the Assistant or Associate Professor level. Faculty perquisites include TIAA/CREF, and liberal vacation and sick leave benefits. Salary: negotiable, \$33,000 minimum depending on qualifications and experience. Position available July 1. Applications should include a statement of qualifications for the position, current resume, and names, titles, addresses, and telephone

numbers of 3 references. **Apply by May 12 to:** Joan McConkey, Assistant Director for Administration, University of Colorado at Boulder, University Libraries, Campus Box 184, Boulder, CO 80309-0184. The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

**Head of cataloging,** Bowling Green State University. Reports to director of access services. **RESPONSIBILITIES:** Supervises original cataloging, copy cataloging, catalog maintenance, and retrospective projects; coordinates cataloging efforts and policies of main collection with 4 branch libraries, the Center for Archival Collections, Firelands College, and other areas within Libraries and Learning Resources; supervises 2 faculty and 6 classified staff; sets priorities and determines workflow; may have collection development responsibility in one subject area; participates in planning improvements and upgrade to integrated online system including OCLC; participates in library and university governance. **QUALIFICATIONS required:** ALA-accredited MLS; familiarity with OCLC, AACR2, LC classification and subject headings; supervisory experience; minimum of 3 yrs.' cataloging experience. **Preferred:** 2nd master's degree; cataloging knowledge of at least one modern European language; demonstrated administrative skill; flexibility; commitment to integration of cataloging activities into total online library system; professional commitment to librarianship. **SALARY/RANK:** \$30,000 minimum with excellent fringe benefits; 12-mo., tenure-track at Assistant or Associate Professor level. Librarians at BGSU have full faculty status and must meet the requirements for promotion and tenure, including scholarly publication. **Review of applications will begin on May 1** and will continue until position is filled. Send resume and names and addresses of 3 references to: Kathryn Thiede, Personnel Officer, Jerome Library, Bowling Green State University, Bowling Green, OH 43403. BGSU is an AA, EOC employer. Women and minorities are encouraged to apply and to identify themselves for affirmative-action purposes.

**Head of cataloging,** Kenneth J. Shouldice Library, Lake Superior State University. Responsible for the daily operation of the cataloging department; maintain vendor contact concerning bibliographic records on a CD-ROM-based card catalog; catalog all media using OCLC and the LC subject headings including any necessary maintenance of serials on OCLC; supervise support staff and student assistants; perform other duties as assigned by the director. **QUALIFICATIONS:** Master's degree in library science and 3 yrs.' experience in OCLC cataloging. 12-mo., tenure-track faculty appointment commencing July 1. Minimum salary of \$20,000. **Application deadline: April 30.** Send letter of application, resume, and letters of reference to: **Office of Employee Relations, Lake Superior State University, Administration Building, Sault Ste. Marie, MI 49783.** An equal-employment-opportunity, affirmative-action employer.

**Head of reference and access services.** St. Lawrence University, a private, nondenominational liberal arts college located between the Adirondack Mountains and the St. Lawrence River, is seeking a dynamic, innovative person to assume the newly created position of head of reference and access services. Reporting to the university librarian, this person will be responsible for planning, managing, and developing reference desk services and reference collection development and maintenance. The successful candidate will participate as a co-coordinator in a planned team approach to public services activity and as-

sume a key role in patron assistance for an OPAC environment. Serving as resource person and supervisor to support staff in periodicals and circulation, this person will give online and administrative support and will coordinate services to provide problem-solving initiatives for the successful delivery of library-owned materials. **REQUIRED:** ALA-accredited MLS; at least 3 yrs.' public services experience; strong commitment to service; supervisory experience; effective communication, problem-solving, and interpersonal skills; experience with computer technology as it applies to library services. **Preferred:** Additional advanced degree; academic library experience. 12-mo. contract; liberal benefits; faculty status with one mo.'s vacation. Starting date: on or before June 1 preferred. Salary range: \$26,000-\$28,000. Position will remain open until filled. **Applications received by April 20 will receive first consideration.** Send letter of application, resume, and 3 letters of recommendation to: Joan Larsen, Search Committee Chair, **Owen D. Young Library, St. Lawrence University, Canton, NY 13617.** St. Lawrence University is an equal-opportunity, affirmative-action employer. Minorities and women are encouraged to apply.

**Head, reference department.** North Carolina A&T State University seeks a head reference librarian, who will report to head of public services. **RESPONSIBILITIES ARE** administration and supervision of the reference program including general reference, collection development, bibliographic instruction, interlibrary loans, coordination of database searching, and staff development. Position requires an innovative and user-oriented leader who will actively participate in above activities and supervise 4 or more librarians and student assistants. Will serve as subject area bibliographer; some evening and weekend work required. **QUALIFICATIONS:** ALA-approved graduate degree, significant and successful experience in academic library with some time in reference work and some time at supervisory level; demonstrated leadership, strong interpersonal and communication skills; knowledge of library automation and its application in reference work. Advanced degree in subject field, successful experience as reference department head, and evidence of scholarly research highly desirable. **Filing deadline: April 15;** available July 1. Salary commensurate with training and experience (minimum \$25,500). Contact: A. C. Young, Director, **F. D. Bluford Library, North Carolina Agricultural and Technical State University, Greensboro, NC 27411.** An equal-opportunity, affirmative-action employer.

**Head, reference department.** The Henry Madden Library of California State University/Fresno seeks an innovative, flexible, and service-oriented librarian to provide leadership for the library's reference department. The department consists of 7 professionals, 3 support staff, and 6.8 FTE student assistants. The head of reference is responsible for general reference service; interlibrary lending; bibliographic instruction; computerized information service (database searching and CD-ROMs); and selection and management of the reference collection. The head of reference reports to the associate dean for administration and serves on the library's Administrative Council. **QUALIFICATIONS required:** MLS from an ALA-accredited institution; substantial reference and/or other public service experience in an academic library, including some supervisory responsibilities; ability to establish effective working relationships with faculty, staff, and students in a culturally diverse environment; knowledge of trends and issues in academic libraries and the ability to participate in systematic planning; strong commitment to service; evidence of research, publication, and professional activity. 12-mo. appointment, full-time, tenure-track, faculty status. Appointment at rank appropriate to qualifications. Salary range: \$31,560-\$55,548.

## Assistant Director Main Library Public Services

Administers all user services in the libraries' central research facility, which includes: information services; circulation (including a state-of-the-art book depository; construction to begin latter part of 1989); interlibrary loan; government documents; current periodicals; microforms; and several subject-oriented and area studies reading rooms. The Main Library's collection of ca. 1.8 million volumes and 2 million microforms is primarily in the humanities and social sciences. Responsibilities also include administration/coordination of 5 special collections units within the library system. Personnel in all areas total, 33 librarians, 46 staff, and 43 FTE student assistants. The assistant director works cooperatively with librarians, staff, and senior library administrators (in particular with the assistant director for department and undergraduate libraries and the assistant director for technical services) and is responsible for maintaining good communication with faculty, students, and university administrators. Reports to the director of libraries and participates in planning and formulation of policy for the University Libraries' system.

**REQUIRED:** MLS from ALA-accredited program; 10 or more yrs.' relevant experience, a substantial portion of which has been in a research library; demonstrated leadership ability; ability to communicate effectively both orally and in writing. **Desirable:** Additional advanced degree(s)/training. Librarians have faculty status and responsibilities including research, publication, and service. Salary: Appointment range of \$45,000-\$54,000.

**Position will remain open until filled; applications received by May 1 will receive first consideration.** Apply to: Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.

An EEO, AA employer

Qualified women, minority, and handicapped persons are encouraged to apply.

Attractive benefits package. **Correspondence, applications, and confidential papers should be sent by May 10 to:** Herb Fox, Search Committee Chair, **Henry Madden Library, Administrative Office, California State University/Fresno, Fresno, CA 93740-0034.** An affirmative-action, equal-opportunity employer.

**Head, reference department,** University of Oklahoma. **DUTIES:** Under the general direction of the director of library public services, the head of reference is responsible for the management of the main library reference department and for planning, developing, and evaluating programs and policies. The reference department, which includes government documents, consists of 7 librarians, 4 support staff, and student assistants. The reference librarians' responsibilities include general and subject-oriented reference, database searching, library instruction, and collection development. In providing reference service, the head of reference will work with other public services units including access services and branch libraries and with technical services units, including collection development and current periodicals. **QUALIFICATIONS required:** MLS from an ALA-accredited library school; 5 or more yrs.' experience in public services; substantial supervisory experience; ability to work effectively with faculty, students, and library staff; experience in database searching and/or library instruction; effective oral and written communication skills; evidence of research and publication. **Desirable:** Knowledge of collection development practices and procedures; 2nd master's degree. **FIRST SCREENING DATE: May 15.** Search will remain open until filled. Salary: \$32,000 minimum. **BENEFITS:** TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. **UNIVERSITY LIBRARIES:** A member of the Research Libraries Group and ARL, the University Libraries consist of a main library and 6 branches. The collection contains more than 2.2 million volumes, 17,000 periodical subscriptions, and 3 outstanding special collections in history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries possess an LS/2 automated circulation system and are heavily involved in other automation activities. **EMPLOYMENT:** Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. **APPLICATION:** Send letter of application with resume and the

names of 3 references, including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, **University of Oklahoma Libraries, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

**Head, reference, research, and instruction services department,** University of Cincinnati. Responsible for the management of the University Libraries' reference, research, and instruction services department in Langsam Library. This key position offers the opportunity to play a leadership role in planning programs and setting the overall direction for a department of 9 professional librarians and 8 support staff. With collections in the social sciences, humanities, business, and education, Langsam Library is the main library in a system which includes 11 specialized libraries, an online catalog (UCLID), and more than 1.5 million volumes. **REQUIRED QUALIFICATIONS:** MLS from an ALA-accredited program; 3 yrs.' successful management experience in an academic library; successful reference, library instruction, and online searching experience; ability to communicate effectively and clearly; and demonstrated commitment to planning and service. **Preferred qualifications:** Academic background in social sciences or humanities, and collection development experience. Salary range: \$33,000-\$40,000, depending on qualifications and experience. Excellent fringe benefits. **Application deadline: Postmarked by May 19.** Send letter of application, including resume and the names and addresses of 3 references, to: Mark W. Weber, Personnel Officer, **University of Cincinnati Libraries, Mail Location #33, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-opportunity employer.

**Head, Science and Engineering Center.** Responsible for activities in a science and engineering department emphasizing collection development and information services. As one of 3 librarians, shares responsibility for collection development, faculty liaison, reference services, computer literature searching (including end-user training), and user education. As a department head, participates in librarywide planning and decision making. **REQUIRED:** ALA-accredited MLS, 3 yrs.' experience serving a science or engineering clientele with responsibilities for collection development, reference service, computer literature searches, and user education. Must have supervisory experience and advanced written and oral communication skills. **Preferred:** Degree in science or engineering. UM,

## Assistant Dean for Technical Services Montana State University Libraries

Position available: August 1989.

Administers the technical services departments (collection development, processing [acquisitions and cataloging], serials, and systems) managing 4 professional and 13 support personnel. An online public access catalog (CatTrac) and circulation system by INLEX is operational with 85% of holdings in machine-readable form; acquisitions and serials modules to be installed during the next year. Responsible for planning, organizing, and managing technical services and coordinating these services with those of other library units. Participates in the general management of the libraries; represents the libraries to the university as well as to state, regional, and national library communities. This is an FY, tenure-track, faculty appointment; the successful candidate will be expected to meet university tenure and promotion requirements.

**REQUIRED QUALIFICATIONS:** MLS from ALA-accredited program; 2nd master's or doctoral degree; 4 yrs. post-MLS administrative experience in technical services in an academic/research library; demonstrable knowledge and understanding of at least 2 of the following areas: acquisition, cataloging, collection management, serials, systems.

**Preferred qualifications:** Demonstrable ability to organize, prioritize, and plan; excellent oral and written communication skills; record of publication and professional activity.

**APPOINTMENT AND SALARY:** Appointment will be at rank of Assistant Professor or higher. Salary range is \$35,000-\$40,000.

**DESCRIPTION OF MSU & BOZEMAN:** Montana State University is the state's land-grant institution, enrolling about 10,000 students. It is located in the Gallatin Valley in southwestern Montana, 90 miles north of Yellowstone National Park, nestled in the Rocky Mountains, with abundant recreational opportunities.

**BENEFITS:** 21 days' vacation; TIAA/CREF or state retirement plan; deferred compensation packages; life, health, and dental insurance; university wellness program.

**Screening of applications will begin on May 5,** and continue until a suitable candidate is hired.

**APPLICATION PROCEDURE:** Send letter of application, resume, and the names, addresses, and telephone numbers of 5 references to:

**Assistant Dean Search Committee  
c/o Office of the Dean  
Montana State University Libraries  
Bozeman, MT 59717-0022**

Montana State University is an affirmative-action, equal-opportunity employer, and encourages applications from women, minorities, and handicapped/disabled persons, and Vietnam-era and disabled veterans.

the land-grant university and sea-grant college for the state of Maine, is the largest campus in the University of Maine System and offers a full range of programs in engineering, the life sciences and agriculture, and the physical sciences. Fogler Library has automated acquisitions and serials. An integrated online library system for the 7-campus UM system is now being implemented. **SALARY AND BENEFITS:** 12-mo. appointment with 20 working days' annual leave. \$28,000+, depending on education and experience. TIAA/CREF, life and health insurance. **Review of applications will begin April 28.** Applications will be accepted until a suitable candidate is found. To apply, send letter, resume, and names of 3 references to: Eric Flower, Science/Engineering Search Committee, **Fogler Library, University of Maine, Orono, ME 04469.** The University of Maine is an equal-opportunity, affirmative-action employer.

**Head, serials department.** Opportunity for a competent serials librarian to develop management skills relating to acquisitions, claiming, payment, cataloging, gifts and exchanges, and binding. Provides leadership to one other librarian, 5 paraprofessionals, and several student employees in all aspects of serials control. Maintains fiscal responsibility for a serials budget of approximately \$550,000. Contributes to the overall direction of the library through active participation in the Director's Council. **REQUIRES** an ALA-accredited MLS; demonstrated knowledge of all phases of serials control, especially cataloging; experience in automated serials operations; an ability to think analytically, to organize, and to solve problems; effective listening, oral, and written communications skills; and an ability to work productively individually and in groups. *Desirable qualifications include* successful supervision; experience in planning and setting priorities; and

experience with serials accounting and payment, management reports, personal computers, OCLC, and INNOVACQ. IIT is a private university with 3,100 undergraduate and 3,200 graduate students and 500 faculty. IIT offers 36 undergraduate, 28 master's, and 15 PhD programs in engineering, sciences and letters, architecture, business, and law. The Galvin Library holds 400,000 volumes and receives more than 3,500 current subscriptions. Serials form the most important portion of our collection since our curriculum and research programs emphasize science and technology. Galvin Library emphasizes staff development and the use of personal computer workstations to improve productivity. Salary from the mid-\$20s depending on qualifications. Benefits include TIAA, tuition waiver, and medical options. **Screening of applicants will begin April 24,** and will continue until an appropriate candidate is identified. Send letter of application, resume, and the names, addresses, and phone numbers of 3 references to: Jerome A. Lom, Assistant Director, **Paul V. Galvin Library, Illinois Institute of Technology, Chicago, IL 60616.** IIT is an equal-opportunity, affirmative-action employer.

**Head, serials unit,** bibliographic records services department, University of Virginia (search extended). Reporting to the director of bibliographic services, the head of the serials unit manages, organizes, and coordinates the work of one faculty member, 7 support staff, and some part-time student employees responsible for precatalog search and cataloging of serial titles; retrospective conversion of previously cataloged serial records; and the update of serial records. Hires, trains, evaluates staff; establishes and monitors workflow, maintains consistency and uniform application of policies, and develops operational procedures. Works with department

head and other unit heads to establish priorities, allocate personnel and resources, and make long-range plans. Assists in the preparation for the transition to an online catalog. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS; experience in serials cataloging and control, preferably in a research library, knowledge of the *Anglo-American Cataloguing Rules*, 2nd ed., LC classification and subject headings, MARC formats, and an automated cataloging system such as OCLC; skills in organizational leadership or supervision, communication, and human relations; ability to work harmoniously with many levels of staff in a rapidly changing environment. **Preferred qualifications:** Ability to write procedures and create appropriate documentation; working knowledge of one or more Western European languages; familiarity with national trends in serials control and library computer applications; demonstrated commitment to professional growth. Salary: \$25,000 or higher, depending upon qualifications. General faculty status, 22 days' vacation, generous sick leave, Blue Cross-Blue Shield, state and TIAA/CREF retirement plans, research leave. **Applications received before May 10 will be given first consideration.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Gail Oltmanns, Personnel Director, **Alderman Library, University of Virginia, Charlottesville, VA 22903-2498.** An equal-opportunity, affirmative-action employer.

**Head, Southeast Asia section.** This position is funded for a 3-year period by the Luce Fund for Southeast Asian Studies. Funding for the position is expected to continue after the expiration of the grant. Under the general direction of the coordinator, international studies programs, is responsible for establishing and maintaining the Southeast Asia section. Hires, trains, and evaluates staff and student assistants; defines and implements collection development policies for insular and Mainland Southeast Asia; sets policies for section operations and recommends policies affecting the priorities of the section within the framework of the libraries' current priorities and objectives; maintains an active liaison and reference/bibliographic instruction program with the Center for Southeast Asian Studies faculty. **QUALIFICATIONS:** Graduate degree from a program accredited by the American Library Association required. Fluency in at least one Southeast Asian language (Thai, Indonesian, or Vietnamese) required. Strong educational and cultural backgrounds in Southeast Asian area studies and experience with Southeast Asian acquisitions and specialized regional bibliographic tools and catalogs desired. Strong English-speaking and written communication skills. Effective interpersonal skills; evidence of ability to supervise and to work well with faculty, students, and staff at all levels. Knowledge of computer applications in libraries desirable. Experience with cooperative collection development programs desirable. **SALARY:** \$28,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline Fri., 5 pm, April 28.** Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Eleanor L. Chase, Acting Personnel Librarian, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

**Head, technical services.** Xavier University of Louisiana seeks candidates for head, technical services. Head reports to university librarian and supervises one FTE professional and 4 FTE paraprofessionals. Duties include oversight of VTLS integrated system, and cataloging of books, media, and serials. Candidates must possess master's degree in library information science from an ALA-accredited school and at least 5 yrs. progres-

sively responsible technical services experience in academic libraries. Experience in implementation and use of VTLS or other integrated system required. Preference given to those with experience in new facilities planning and retrospective conversion. Salary competitive, commensurate with experience. Minimum, \$22,000. Comprehensive health care plan, 20 paid vacation days and 12 paid holidays annually, equivalent faculty rank, TIAA/CREF available. **Applications accepted through June 1.** Send vita with names, addresses, telephone numbers of 3 professional references to: R. E. Skinner, University Librarian, Xavier University of Louisiana, 7325 Palmetto St., New Orleans, LA 70125. Xavier University is an equal-opportunity employer.

**History and geography bibliographer/government publications librarian.** This is a full-time position divided equally between selection responsibilities in history and geography, and reference and other responsibilities in the government publications department. Selection of history and geography materials for the research collections is one of the principal selection responsibilities at Northwestern. The responsibility in government publications is primarily for reference services and the selection of international documents. Persons with a strong interest in international, and especially Western European, studies will find this a stimulating and rewarding position. **QUALIFICATIONS:** MLS from accredited library school and advanced degree in history required; PhD highly desired. Strong reading knowledge of at least 2 modern European languages. Minimum of 2 yrs.' research library experience and some reference experience required. Some government publications and selection experience strongly preferred. Experience with computerized information searches useful. Excellent communications and interpersonal skills required. Salary: \$23,000-\$28,000 depending on qualifications. Available immediately. **Applications received by April 28 will be considered.** Send letter of application and resume, including the names of 3 references, to: Ann Smith, Personnel Manager, Northwestern University Library, Evanston, IL 60208. An EEO, AA employer.

**Humanities and social sciences librarian.** New position in a land-grant university library serving 8,500 undergraduates, 1,000 graduate students, and 700 faculty. Under the direction of the assistant director for collection management and reference services, duties include general reference work in the main library, bibliographic instruction, online database searching, and collection development. Responsibilities for liaison with departments in the College of Humanities and Social Sciences, and possibly others as assigned. **REQUIRED QUALIFICATIONS:** Graduate degree from ALA-accredited school and undergraduate degree in a humanities or social science discipline. **Preferred qualifications:** Advanced coursework or graduate degree in humanities or social sciences, ability to work with one or more modern European languages, and experience in an academic library. Must understand the needs of researchers and be able to provide service to a diverse research-oriented clientele. The NDSU Library is a member of Tri-College University, an established and accredited consortium (NDSU, Moorhead State University, Concordia College). The Tri-College University Library Consortium has been a member of the Minnesota State University System's PALS online integrated system since its inception in 1979. NDSU is located in Fargo, an educational, cultural, and medical center for the Upper Plains. The total population of the metropolitan area, which includes Moorhead, Minn., exceeds 145,000. The area is within a short drive of the Minnesota lake country and 4 hours from Minneapolis and Winnipeg. Minimum salary: \$22,500. Generous benefits including TIAA/CREF and Blue Cross-Blue Shield. **Applications should be**

## REFERENCE LIBRARIAN/INSTRUCTOR

Edinboro University of Pennsylvania is accepting applications for a Reference Librarian/Instructor (evenings), #5000004. Permanent, full-time, tenure-track, 9-month position with faculty status, 35-hour workweek. Duties include general reference service, library instruction, online database searching, and related reference assignments. Responsible for reference desk coverage Sundays through Thursdays until midnight. Experience in an automated environment helpful. There will be related duties as assigned by the Director of Libraries. ALA-accredited library master's degree and 3 years reference experience required. Salary will be in accordance with an approved pay plan (\$21,004-\$28,148). The pay step will be commensurate with the candidate's qualifications and the university's needs. Summer work above and beyond base contract. Minority and handicapped applicants are encouraged to apply. All qualified candidates should submit a letter of application specifying this position, a detailed resume, the names/addresses/telephone numbers of three references, as well as copies of transcripts to: Mr. Saul Weinstein, Director of Libraries, EDINBORO UNIVERSITY OF PENNSYLVANIA, Baron-Forness Library, Edinboro, PA 16444. Only information in-hand by 4:30pm on April 28, 1989, will be considered. Edinboro University is an Affirmative Action/Equal Opportunity Employer and encourages applications from the handicapped, women, and minorities.

### EDINBORO UNIVERSITY



received no later than May 15 for maximum consideration. Send letter of application, current resume, and names, addresses, and phone numbers of 3 references to: **Personnel Office, North Dakota State University, POB 5227, Fargo, ND 58105.** NDSU is an equal-opportunity institution.

**Humanities/social sciences librarian** (new position). Provides general as well as in-depth humanities or social sciences reference service, including online literature searching; selects library materials in designated subject areas, teaches library usage, and serves as liaison with one or more academic departments. **QUALIFICATIONS:** MLS from an ALA-accredited library school; degree in social sciences or humanities preferred; reading knowledge of a foreign language desirable; knowledge of online searching, preferably BRS and Dialog; experience in reference or collection development in an academic library desirable. Minimum salary \$20,316. Applications accepted until the position is filled. **Initial review of applications will begin May 1.** Send letter of application, resume, and 3 letters of reference to: **Personnel Office, Box 1184, Washington University, One Brookings Dr., St. Louis, MO 63130-4899.** Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

**Instructional services librarian.** Provides coordination, staff development, and support for instructional programs to meet varied needs of Northwestern University Library users. Participates in general reference services, including reference desk assistance (some nights and weekends), computerized database searching, liaison responsibilities with the faculty, and research consultation by appointment. **QUALIFICATIONS:** MLS from accredited library school and academic background in one or more areas in the humanities or social sciences are required. 2 yrs.' research experience required. Previous experience with library user education ser-

vices strongly preferred. Applicants with background in instructional design or other education field are encouraged to apply. Ability to communicate effectively with other librarians, support staff, faculty, and students is required. Evidence of research ability and professional involvement is desired. Salary: \$23,000+, depending on qualifications. Available immediately. **Applications received by April 28 will be considered.** Send letter of application and resume, including names of 3 references, to: Ann Smith, Personnel Manager, Northwestern University Library, Evanston, IL 60208. An EEO, AA employer.

**Interlibrary loan and information services librarian.** Manage interlibrary loan in the central library, an ALA/OCLC-based service using M310 workstation and micro-enhancer. Supervise one assistant. Also provide reference desk service including evening schedule; assist with database searching and reference collection development; provide library instruction to groups and individuals; assume responsibility for research, scholarly activity, and service in accordance with tenure and promotion policies. Report to the assistant director for reader services. **REQUIRED:** MLS from an ALA-accredited library school and thorough knowledge of OCLC. Preference given to applicants who provide evidence of interest in reader services programs, interlibrary loan specialization, potential to perform well in a university environment, and working knowledge of at least one Western European language. 12-mo., tenure-track, Instructor rank appointment on the library faculty. 24 days' annual leave plus holidays; paid State Retirement or TIAA/CREF; group health insurance available. Salary minimum is \$20,000. **Review of applications will begin May 1** and will continue until position is filled. Send application, including resume and names, addresses, and telephone numbers of at least 3 references, to: **East Tennessee State University, Office of Human Resources, Box 19, 420A, Johnson City, TN 37614.** ETSU is an equal-opportunity, affirmative-action employer and employs only U.S. citizens and aliens authorized to work in the U.S.

**International documents librarian,** Penn State University Libraries. Faculty position with academic rank in the documents/maps section of the humanities and social sciences department at Penn State's main campus library. This position involves a wide range of reference and instructional responsibilities with a primary focus on information resources and services related to foreign governments and international organizations. Other responsibilities include coordination and participation in the documents/maps section instruction program; reference service at the documents and maps desks; and database searching. Penn State University Libraries include collections of over 2.8 million volumes; 25,000 current serials; extensive holdings of maps, microforms, and computer-based information sources. Penn State is a selective federal and state depository as well as a patent depository. The libraries have an integrated automated system (LIAS) and participate in RLG, OCLC, and the Pittsburgh Regional Library Center. **QUALIFICATIONS:** ALA-accredited MLS or equivalent, working knowledge of at least one foreign language, preferably Western European, and evidence of potential for promotion and tenure are required. Preference will be given to applicants with experience in a documents collection and in a large research library, experience with library instruction and database searching, and an additional graduate degree in a social science field. Salary and rank dependent on qualifications, minimum \$23,016. Benefits include liberal vacation, excellent insurances, State or TIAA/CREF retirement options, and educational privilege. **Deadline for applications: May 15.** To apply, send letter of application, resume, and names of 3 references to: Nancy Slaybaugh, Personnel Coordinator, **Box ID-LDS, E1 Pattee Library, Penn State Univ.**

# PEPPERDINE UNIVERSITY

## MALIBU, CALIFORNIA

### DIRECTOR OF LIBRARIES

PEPPERDINE UNIVERSITY invites nominations and applications for the position of director of libraries, which is the chief administrative officer of the library system serving Seaver College, the School of Business and Management, and the Graduate School of Education and Psychology. The system consists of the central library in Malibu and branch libraries in Culver City, Irvine, and Encino, with a total of over 330,000 volumes and 2,200 periodical subscriptions. The Virginia Tech Library System is in use, and there is a close working relationship with academic computing and with the School of Law library. The central library facility in Malibu was recently renovated and expanded, resulting in major additions of stack space and a doubling of seating space.

The director of libraries reports directly to the provost of the University. As chief administrative officer, the director has responsibility for leadership and direction of all operations in the library system, development and improvement of collections and services, planning and budgeting, and the audio-visual center.

A master's degree from an ALA accredited school of library and/or information science is essential. A second master's degree or the doctorate in an appropriate field is desirable. Special qualifications for the position include evidence of successful managerial skills in library administration, knowledge and experience with electronic information retrieval systems and new library technologies, effective communication skills and relationships with library staff, students, faculty, and administration, and commitment to the mission of the University. The appointment will begin on September 1, 1989. Salary and benefits are competitive. Minimum salary is \$50,000.

Pepperdine University enrolls over 6,500 students in its four colleges. The University is an independent Christian university under the control of a self-perpetuating Board of Regents and is related to the Churches of Christ.

Applications should include a letter of interest and resume including names and telephone numbers of references. Applications and nominations should be submitted to:

Pepperdine University • Office of the Provost • Malibu, CA 90265.

**Libs., University Park, PA 16802.** An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

**Learning resources/reference librarian,** I. D. Weeks Library, University of South Dakota. Faculty rank and status, nontenure-track position. Temporary, 12-mo. position, with possibility of continued employment. **DUTIES AND RESPONSIBILITIES:** Selects materials and develops the media collection; prepares cataloging copy for inputting into OCLC; compiles bibliographies and other indexes of Learning Resources Laboratory items; circulates audiovisual and K-12 curricular materials; supervises a word processing lab; maintains equipment housed in the LRL; supervises 1.5 paraprofessional staff members plus student assistants. In addition to duties in the LRL, the learning resources/reference librarian works at the main reference desk, including evening and weekend hours; provides library instruction to undergraduate- and graduate-level students; prepares bibliographies and assists with reference collection development and other related duties. **MINIMUM QUALIFICATIONS:** An ALA-accredited master's in library science is required at time of appointment, as well as

the ability to work effectively with students, faculty, and library staff. Salary: \$19,500 for a 12-mo., nontenure-track appointment. **APPLICATION DEADLINE:** All applications postmarked on or before May 1 will be considered, or until a suitable candidate can be found. Beginning date of employment: The expected beginning date of employment is July 1. **APPLICATION PROCEDURE:** Send letter of application, resume, and names and telephone numbers of 3 references to: John Van Balen, Chair, Search Committee, I. D. Weeks Library, University of South Dakota, 414 E. Clark St., Vermillion, SD 57069-2390. Equal-opportunity, affirmative-action employer.

**Librarian, head map** (search reopened). The University of Arizona is seeking a professional librarian responsible for managing the map collection which contains over 200,000 sheet maps. **RESPONSIBILITIES INCLUDE** administration, public services, and collection development, as well as supervision of staff. The department includes a map cataloger, a .5 FTE map reference librarian, a library assistant, and 4 student assistants. The head works closely with other departments in the library system, serves on librarywide administrative committees, and is one of 6 depart-

ment heads who report to the assistant university librarian for central services. Applicants must have a master's degree in library science from an ALA-accredited school, library experience with cartographic materials or in related areas, and good communication skills. *Preferred qualifications include* demonstrated management and supervisory ability, knowledge of library automation, and a degree in one of our emphasis fields or in a related subject. Minimum salary is \$30,000; higher salary is negotiable depending on qualifications and experience. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. **Applications must be postmarked by June 1 to be considered.** The position will be available Sept. 1. Send a letter of application, resume, and names of 3 references to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity, affirmative-action employer with an affirmative-action plan. Women and minorities are urged to apply. All persons hired will be required to show proof of their identity and right to work in the United States.

**Librarian/head, reference division,** Louise Darling Biomedical Library, UCLA. **DUTIES:** Coordinates and directs the activities of the division; evaluates personnel; monitors budget; directs reference collection development; supervises 8.75 FTE. **QUALIFICATIONS:** Evidence of strong management skills, highly service-oriented, demonstrated knowledge of and experience with reference tools (print sources and online databases) in the health and/or life sciences, and effective teaching skills for adult learners. Desire 3-5 yrs.' experience in health or life sciences reference services, familiarity with microcomputers and software. Salary range: \$31,008-\$52,488. **Applications received by May 31 will receive first consideration.** Send resume and list of references to: Alison Bunting, Biomedical Librarian, **Louise Darling Biomedical Library, UCLA, 10833 Le Conte Blvd., Los Angeles, CA 90024-1798.** UCLA is an equal-opportunity, affirmative-action employer actively seeking minority applicants. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT). In compliance with the Immigration Reform and Control Act of 1986, all persons hired will be required to show proof of their identity and right to work in the United States.

**Librarian.** Seeking catalog librarian to coordinate retrospective conversion and implement automated services. Should have knowledge of OCLC, MARC formats, AACR2, LC classification. Will be cataloging and doing online searching, reference, and bibliographic assignments. ALA-accredited MLS and 2-5 yrs.' experience preferred. This is a 12-mo. position, available July 1, salary \$22,000-\$27,000. **Send letter of application and resume by April 15 to:** Director of Learning Resources, **Illinois Valley Community College, 2578 E. 350th Rd., Oglesby, IL 61348.** An equal-employment-opportunity, affirmative-action employer.

**Librarian.** Tenure-track. \$25,000-\$32,000; rank and salary dependent on experience and qualifications. To provide online database searching, reference desk service, and bibliographic instruction. Evening and weekend duty required. MLS from an ALA-accredited library school, good interpersonal and communication skills, and strong commitment to service required. Experience with computer hardware and software and one yr.'s academic library reference experience preferred. **Send letter of application and resume with names, addresses, and telephone numbers of 3 references by May 5**

to: Frank Gagliardi, Acting Director of Library Services, **Central Connecticut State University, New Britain, CT 06050-4010**. CCSU is an AA, EO employer. Women, minorities, handicapped, and veterans are encouraged to apply.

**Librarian I, head, government documents**, University of Maryland/College Park Libraries. The University of Maryland/College Park Libraries invites nominations and applications for a Librarian I position, head, government documents/maps. **RESPONSIBILITIES:** Manages the documents/maps unit. Responsible for the collection, organization, and user service of U.S. government documents, international documents, state agricultural extension documents, and maps. Serves as primary contact on government document issues, which include the responsibility for meeting the libraries' collection, service, and consulting obligations as a U.S. government documents regional depository. Supervises 2 librarians and library technicians. **QUALIFICATIONS required:** MLS from an ALA-accredited program. 3 yrs.' professional experience as a government documents librarian, preferably in a large depository; demonstrated ability to effectively supervise and communicate; evidence of a strong commitment to public services; and demonstrated familiarity with current trends in documents. **Preferred:** Demonstrated familiarity with organization of international documents, map collections, and current trends in technology affecting documents, and teaching or library instruction experience. Salary: \$27,264-\$36,486. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by May 1** to: Virginia Sojodehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742-7011**. The University of Maryland is an affirmative-action, equal-opportunity employer.

**Librarians.** Willamette University Library is looking for 2 more librarians to join its well-developed team approach to librarianship. All librarians have responsibilities in technical services, as well as in reference, collection development, and library instruction. The library is well supported by faculty, students, and administration. The library serves the College of Liberal Arts and the Graduate School of Management, and has a new library building with a fully automated catalog/circulation system. 12-mo. contract, \$21,000 minimum with usual benefits. Targeted starting date: Aug. 1. **Review of applications will begin on May 1.** If you would like to work in a challenging, integrated environment and have an accredited MLS, send letter of interest, with resume and names, addresses, and phone numbers of 3 references, to: Sandra Weronko, University Librarian, **Mark O. Hatfield Library, Willamette University, Salem, OR 97301**. Willamette University is an equal-opportunity employer.

**Library branch manager.** National University has an immediate opening for a full-time librarian at the Irvine campus in Orange County, Calif. This person will be responsible for the overall library and AV functions including performing online searches and conducting library bibliographic instruction. **Position requirements:** MLS degree, a minimum of 3 yrs.' professional academic library experience and the ability to work evenings and weekends. Salary \$24,000-\$30,000. **Send resume and 2 letters of recommendation by April 21** to: Anne Marie Secord, Dean, Library Services, **National University, 4007 Camino del Rio S., San Diego, CA 92108**. EOE.

**Library director.** Augustana College is building a new 66,000-sq.-ft. library which will be ready for occupation in the summer of 1990. We are looking for a librarian who can take over direction of our old library approximately July 1, work with the architect and others as

the plans for the building are modified and executed, plan the physical move, and direct our library and information retrieval services into the future. Augustana is a highly selective, undergraduate, liberal arts college with an enrollment of 2,200 students. It is affiliated with the Evangelical Lutheran Church in America, and is located in the Quad Cities of Illinois/Iowa. The library is the largest small-college library in Illinois, with about 300,000 volumes, 1,500 periodical subscriptions, and an 80,000-item map library. The circulation system is fully automated and the catalog will soon be online. The new library will be one of the hubs of a planned fiber-optic computer network. The new library director should be an experienced, knowledgeable librarian with an MLS degree from an ALA-accredited library school, and should be anxious to provide excellent service to students and faculty. The salary for this position would fall in the range of \$30,000-\$60,000 depending upon

experience and qualifications. For further information, call **309-794-7311**. **Send letter of application with curriculum vita and the names of 3 references before April 15** to: Arne Selbyg, Dean of the College Search Committee; Library Director, **Augustana College, Rock Island, IL 61201**.

**Original monographic cataloger** (Assistant Librarian), central technical services department, University of Minnesota Twin Cities. The University of Minnesota Libraries Twin Cities seeks applicants for the position of original cataloger in the monographic/original cataloging division of the central technical services department. This is one of 9 professional positions in the division. **RESPONSIBILITIES:** Original cataloging online of monographs in English and Western European languages, as appropriate to language qualifications and general divisional duties. In addition, contributions to the profession are a

### 3 Positions

**DESCRIPTION OF MONTANA STATE UNIVERSITY & BOZEMAN:** Montana State University is the state's land-grant institution, enrolling about 10,000 students. It is located in the Gallatin Valley in southwestern Montana 90 miles north of Yellowstone National Park, nestled in the Rocky Mountains, with abundant recreational opportunities.

**BENEFITS:** 21 days' vacation; TIAA/CREF or state retirement plan; deferred compensation packages; life, health, and dental insurance; university wellness program.

#### Head of Access Services Department

Tenure-track, FY position, rank commensurate with credentials. Reports to assistant dean for public services and works closely with other department heads to plan, implement, and coordinate library programs and policies. Responsible for management of circulation department and AV microforms service. Training, supervision, and evaluation of 9.5 FTE classified staff and approximately 20,000 annual student hours. MSU Libraries have an INLEX automated catalog system (CatTrac) and fully operational online circulation component.

**REQUIRED:** ALA-accredited MLS; record of management and supervisory experience; 3 yrs.' post-MLS professional public service experience; experience with library systems automation. **Preferred:** 2nd master's or doctoral degree; record of publication and professional activity. The successful candidate will possess the ability to work successfully with all segments of the university community and the public and have strong oral and written communication skills. Salary \$28,000-\$32,000.

#### Head, Information Services Department

Tenure-track, FY position. Reports to the assistant dean for public services and works closely with the heads of other departments. Coordinates and implements programs and policies for reference services, online information services, instructional programs, the Creative Arts Library, and interlibrary services. Participates in provision of reference, online, and instructional services. Responsible for professional (7 FTE) and classified (4.5 FTE) staff evaluation, training, and management.

**REQUIRED:** MLS from an ALA-accredited program and 2nd master's degree or doctoral degree. 4 yrs.' post-MLS professional experience in an academic reference/information services department. Experience or training in interlibrary loan, library instruction, and online service. Some management experience. **Preferred:** The successful candidate will demonstrate excellent oral and written communication skills, the ability to work well with all segments of the university community and general public, and a record of publication and professional activity. Salary \$30,000-\$35,000.

#### Senior Government Information Specialist

Tenure-track, FY position. Responsible for management of government information department that is selective depository for U.S., Canadian, and Montana materials. Oversight of collection development, provision of reference service, online searching, participation in libraries' instructional program. Responsible for training, supervision, and evaluation of department staff.

**REQUIRED:** MLS from accredited ALA program. 3 yrs.' post-MLS professional library experience working with U.S. government information, some in a reference capacity. Online searching experience, Dialog preferred. Substantial knowledge of processing U.S. depository materials. **Preferred:** Supervisory experience. Subject master's or doctoral degree in sciences or social sciences. Record of publication and professional activity. Experience processing U.S. depository materials. Successful candidate will demonstrate excellent oral and written communication skills, ability to work well with public, and strong management skills. Salary \$27,000-\$32,000.

**APPLICATION DEADLINE:** Screening will begin May 1, and will continue until suitable candidates are hired.

**APPLICATION PROCEDURES:** Send letter of application addressing above qualifications, resume, and the names, addresses, and telephone numbers of 4 recent professional references to:

(Position Title) Search Committee  
c/o Office of the Dean  
Montana State University Libraries  
Bozeman, MT 59717-0022

Montana State University is an affirmative-action, equal-opportunity employer, and encourages applications from women, minorities, and handicapped/disabled persons, and Vietnam-era and disabled veterans.

## Director of Academic Library Services East Carolina University • Greenville, N.C. (Search Extended)

The university invites applications and nominations for director of academic library services. ECU, with over 15,000 students in 10 professional schools, a College of Arts and Sciences, and a School of Medicine, is the third largest of the 16 institutions of the University of North Carolina. Located in Greenville, N.C., a rapidly growing community 90 miles from Raleigh, Durham, and Research Triangle Park, ECU is the primary educational resource for the eastern region of the state.

**ACADEMIC LIBRARY SERVICES:** Comprised of Joyner Library and the Music Library, has almost 900,000 volumes, over 1 million microforms, staff of 86 including 30 professionals, is SOLINET member, and is LS/2000 site with online catalog and automated circulation.

**RESPONSIBILITIES:** Senior administrative officer with faculty rank, reports directly to the vice chancellor for academic affairs, serves on the Council of Academic Deans. Has primary responsibility for all library operations. 12-mo. appointment. Salary competitive, minimum \$60,000.

**QUALIFICATIONS:** ALA-accredited MLS, earned doctorate or equivalent in education and experience, minimum 10 yrs.; progressively responsible experience in academic or research libraries. Demonstrated record of professional and scholarly activity. Demonstrated leadership ability; superior communication skills; commitment to service, participatory management, and shared governance.

Screening of applications will continue until position is filled. Send a letter summarizing qualifications, curriculum vitae, and names of at least 3 references to:

**Charles Coble, Chair**  
**Search Committee for Director of Academic Library Services**  
**Joyner Library, Room 110**  
**East Carolina University**  
**Greenville, NC 27858-4353**

Federal law requires proper documentation of identity and employability at the time of employment. It is requested that this documentation be included with your application.

East Carolina University is an affirmative-action, equal-opportunity employer and, as such, encourages applications from women, blacks, and other minorities.

responsibility of all librarians at the University of Minnesota. **MINIMUM QUALIFICATIONS:** Requirements include ALA-accredited MLS or its foreign equivalent, 2 yrs.; original monographic cataloging experience in an academic or research library, competence in the assignment of LC classification and subject headings, competence with the MARC format, thorough knowledge of AACR2, working knowledge of Romance and Germanic languages, a subject background in the humanities, and experience with RLIN, OCLC, or NOTIS. **APPOINTMENT:** This is a 12-mo. academic professional position with probationary appointment at the Assistant Librarian rank. To gain continuous appointment, successful performance of job responsibilities and a record of professional contributions is required. Minimum salary is \$25,000. Position available immediately. **Applications must be postmarked by June 1.** Applicants should send a letter of application with detailed resume and names and addresses of 3 references to: Barbara Doyle, Personnel and Staff Development Officer, **University Libraries, University of Minnesota/Twin Cities, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455.** Please identify application with #UL 180. The University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities. Note: The Immigration Reform and Control Act of 1986 requires all new employees to submit verification of identity and authorization to work in the United States at time of hire.

**Public services librarian.** Birmingham-Southern College seeks creative individual to join the faculty as public services librarian. This position reports to the library director and divides time between periodicals and reference duties. **RESPONSIBLE FOR:** management of periodicals and microfilm collections, including acquisition, binding, and collection development; reference work with students and faculty, including database searching; other duties as required. Some evening/weekend duty. **REQUIRES:** MLS from ALA-accredited program; 2-4 yrs.; relevant library

experience; working knowledge of basic reference sources and online database searching, OCLC, and of the potential of library automation; excellent oral and written communication skills; and enthusiasm for working with the public. The BSC Library serves 1,750 students and 100 faculty, has a book collection of 152,000 volumes and 800 periodical subscriptions, and is a partial federal documents depository. Available Aug. 24. Salary: \$19,500 minimum for 9 mos. **Send letter of application with resume, including names and addresses of 3 current references, by April 26 to:** Irvin Penfield, Academic Dean, **Birmingham-Southern College, Birmingham, AL 35254.**

**Reference/bibliographic instruction librarian.** St. Mary's College of Maryland. St. Mary's is a publicly supported liberal arts college (1,464 FTE) with no religious affiliation. It is located in beautiful Tidewater country 68 miles southeast of Washington. **DUTIES:** To provide reference service, online database searching, reference collection development, and most importantly, to teach in an established bibliographic instruction program. Some weekend and evening hours are required. **QUALIFICATIONS:** MLS from an ALA-accredited program. Salary: \$22,000-\$25,350 depending on experience. TIAA/CREF or Maryland State Pension System, as well as the State of Maryland's executive benefit package, are included. **Review of applications will begin on April 21.** Send letter of application, resume, and names of 3 professional references to: John G. Williamson, Director of the Library, **St. Mary's College of Maryland, St. Mary's City, MD 20686; 301-862-0256.** Women and minority candidates are especially encouraged to apply and identify themselves as such. AA, EOE.

**Reference/ILL librarian.** Oesterle Library, North Central College, Naperville, Ill. North Central College is a comprehensive liberal arts college of about 2,000 students in the fast-growing western suburbs of Chicago. The library is a participant in the statewide automated circulation system (LCS) and online

catalog. Reference duties include bibliographic instruction, and online searching, CD-ROM, and LCS instruction. Will also supervise interlibrary loan. Some evening/weekend hours. **QUALIFICATIONS:** ALA-MLS, excellent human relations skills, experience with online systems (Dialog, OCLC). 12-mo. contract, salary range \$21,000-\$24,000 depending on experience and qualifications; TIAA/CREF and other liberal fringe benefits. **Deadline for application: May 1.** Send letter, resume, and names and phone numbers of 3 references to: Edward Meachen, Library Director, **Oesterle Library, North Central College, 320 E. School, Naperville, IL 60566.** North Central College is an affirmative-action, equal-opportunity employer.

**Reference/liaison librarian,** Assistant Professor (tenure-leading). Branch services department, starting July 1. 1) Provides service at reference/information desk. 2) Selects materials for library collections in assigned subject areas serving the Institute of Agriculture and Natural Resources: Biochemistry, Agronomy, Horticulture, and Plant Pathology. 3) Conducts online searches in databases related to collection development and liaison assignments. 4) Provides user education in assigned subject areas. 5) Provides liaison with faculty, students, and staff in assigned areas. 6) Performs other duties as assigned. **REQUIRED:** MLS from an ALA-accredited library school, excellent interpersonal skills, degree in one of assigned subject areas or relevant work experience. **Preferred:** Graduate degree in one of assigned subject areas, experience in online searching, reference experience, user education experience, and collection development experience. \$20,000 minimum for a 12-mo. contract. Salary may be higher depending upon the qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by May 15 to:** Kent Hendrickson, Dean of Libraries, **106 Love Library, University of Nebraska-Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

**Reference librarian/education specialist,** Assistant Professor (tenure-leading), central reference services department, starting July 1. 1) Service on the reference/information desk. 2) Responsibility for collection development in social science and humanities areas, with emphasis on education. 3) Provision of user education in assigned subject area(s). 4) Liaison with faculty and students in the social sciences and humanities. 5) Online searching in the social sciences and humanities. 6) Other duties as assigned. **REQUIRED:** MLS from an ALA-accredited library school; strong interpersonal skills; demonstrated oral and written communication skills; degree or relevant experience in the field of education. **Preferred:** Experience in reference service; graduate degree in the social sciences or humanities; reading knowledge of one or more foreign language(s); experience in online searching. \$20,000 minimum for a 12-mo. contract. Salary may be higher depending upon the qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by May 15 to:** Kent Hendrickson, Dean of Libraries, **106 Love Library, University of Nebraska-Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

**Reference librarian,** Humanities and History Division. **RESPONSIBILITIES INCLUDE** providing ready reference and in-depth reference service to users of the Columbia University Libraries, with primary responsibility for humanities and history as well as general reference; providing library instruction on a one-to-one basis and through formal class lectures on the use of reference materials and information sources at Columbia in print and electronic formats; and conducting database searches using commercial databases, RLIN,

and CLIO. In addition to an accredited MLS, requirements include: working knowledge of at least 2 European languages; strong background in the humanities, social sciences, and/or historical sciences; proven ability to pursue bibliographic research; superior interpersonal and communications skills. Preference will be given to candidates with relevant reference and commercial database searching experience. Salary ranges are: Librarian I, \$25,000-\$32,500; Librarian II, \$27,000-\$36,450; Librarian III, \$30,000-\$43,500. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is April 30.** Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

**Reference librarian.** Participates with the head of the reference department in providing reference service by assisting library patrons in the use of the card and online catalog, and by answering specific questions using the reference collections, government documents, and general collections. Has charge of inter-library loan. Engages in bibliographic instruction and orientation tours. Assists in selecting, assessing, and maintaining the reference collection. Performs computerized literature searches. Assists library users with microtext material and equipment. Serves as officer-in-charge of the library on nights and weekends as scheduled. Compiles bibliographies and guides, writes reports, and answers correspondence as needed. Directs the work of student assistants. Participates in departmental planning and performs other professional assignments in the reference department as needed. Maintains ongoing familiarity with technological advances in information science. **QUALIFICATIONS:** MLS from an ALA-accredited school and reference experience. Experience in computerized searching. Communication skills. Salary from \$22,000, depending upon experience. **Send resume and names of 3 references by May 10 to:** Phyllis Cutler, College Librarian, **Williams College, Williamstown, MA 01267.** An EO, AA employer.

**Reference librarian** position in learning resources center has been reopened in new community college in Plano, Tex., which is within the Dallas metroplex. Responsibilities include reference desk coverage, collection development, instruction-in-use, and specialized assignments. Totally computerized library requires applicants with OCLC, CLSI, or some library computer training and experience. Film and video library background is helpful. Occasional evening work may be required. Applicants with academic (especially community college) or public library background preferred, with a minimum of 3 yrs. professional librarian experience required. Base salary \$24,550. Application materials will be accepted until the position is filled. Submit letter of interest, resume, and official graduate transcripts to: **Collin County Community College, Personnel Office, 2200 W. University, McKinney, TX 75070.** Equal-opportunity employer.

**Reference librarian** with general reference duties; online searching, reference collection duties, including acquisition and weeding; performing analysis of reference operations, possibly some supervisory duties. Administrative staff. Requires an MLS from an ALA-accredited school; interest in reference, interpersonal skills, and excellent written and oral communication skills; some evening and weekend work. *Preferred:* Graduate degree in subject area, business area expertise; professional librarian experience; Spanish speaking. Library is installing new online system and CD-ROMs. Growing institution. Minimum salary: \$25,000. Application deadline: when filled. Position presently available. Apply to:

## Systems Librarian Technical Services

The systems librarian reports to the assistant director for technical services and participates in planning and coordinating automated library systems including MARVEL, an integrated in-house automated system, and the increasing use of microcomputers in the libraries. The systems librarian serves as the primary liaison between library staff and university computing and networking services (UCNS) staff. The systems librarian works with all levels of library staff in the identification and investigation of automated system enhancements and problems. In addition, the systems librarian coordinates and conducts user education and training programs including development and maintenance of user documentation materials. The systems librarian serves on the Systems Administration Group, the decision-making and coordinating body responsible for library automated systems development and implementation, and on the Systems Development Group, the review and monitoring body which coordinates MARVEL system development activities. In addition, the systems librarian may participate in other libraries' groups engaged in specific development tasks related to automated systems. At present, the MARVEL system has operational modules for collection development, acquisitions, fund accounting, circulation, and an online public access catalog. The systems librarian supervises one librarian and 2 support staff.

The University of Georgia belongs to the Association of Research Libraries and the Center for Research Libraries, and is a charter member of SOLINET (Southeastern Library Network) through which it participates in OCLC. The libraries' collection includes over 2.6 million volumes and 56,000 titles and subscriptions on standing order.

**QUALIFICATIONS required:** ALA-accredited MLS; experience in a large academic research library; demonstrated ability to establish and maintain effective interpersonal working relationships with all levels of staff; effective oral and written communication skills; experience with automated library systems; knowledge of systems analysis and data processing preferred; familiarity with programming languages preferred; familiarity with microcomputer technology and/or applications preferred; experience in several areas of library operations desirable; supervisory experience desirable.

**SALARY MINIMUM:** \$33,000.

This position will be filled only if suitable applicants are found. **APPLICATION PROCEDURE:** Send letter of application by **May 19**, including resume and names and addresses of 3 references, to:

**George H. Libbey**  
Assistant Director for Administrative Services  
University of Georgia Libraries  
Athens, GA 30602

An equal-opportunity, affirmative-action institution

Leslie M. Gower, Library Director, **Pan American Univ., Edinburg, TX 78539.** Women and minorities are encouraged to apply. Pan American Univ. is an EEO employer.

**Romance languages librarian,** University of California/Irvine. Responsibilities include reference assistance; database searching; instruction; collection development and liaison with the School of Humanities, specifically with the departments of Spanish and Portuguese, French and Italian, and the Program in Linguistics. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree; degree in Spanish or French or commensurate experience; good reading knowledge of Spanish and French; demonstrated commitment to public service; excellent communication skills; basic computer literacy. Appointment at Assistant or Associate Librarian rank, salary range \$25,380-\$44,676. **Applications received by May 1 will receive first consideration,** but will be accepted until the position is filled. Send application letter with 1) a complete statement of qualifications; 2) resume of education and experience; and 3) the names, addresses, and telephone numbers of 3 references to: Anne Rimmer, **Library Personnel Office, University of California/Irvine, POB 19557, Irvine, CA 92713; 714-856-7115.** AA, EOP.

**Science librarian/bibliographer.** The science librarian/bibliographer provides science and engineering reference service at the information desk in the new science and technology library (STL); participates in collection development, library instruction, online database searching, and faculty liaison. The Science and Technology Library seeks a librarian to take responsibility for the chemical sciences. The science librarian/bibliographer is a new position and is one of 3 professional and 4 classified positions reporting directly to the head of STL. **QUALIFICATIONS required:**

Master's degree from an ALA-accredited library school; knowledge of science and engineering reference and bibliographic resources. *Desired:* Experience or academic preparation in one of the sciences, preferably chemistry; training and experience in online database searching, in particular the chemistry database. **EMPLOYMENT:** Full-time. Non-traditional workweek. Location: The University of Texas at Arlington, located in the Dallas-Fort Worth metroplex, has a current enrollment of approximately 23,000 and offers 97 degrees, 21 at the PhD level. The university libraries presently have approximately 1.25 million items in the collections, a staff of 100, and an FY 1988-89 budget of nearly \$5 million. The libraries participate in AMIGOS/OCLC, Dialog, BRS, and have installed the NOTIS automated system. **SALARY AND BENEFITS:** \$18,502 salary plus \$965 in state contribution toward Social Security for an annual minimum of \$19,467. Additional state contributions include \$1,380/annum to health and benefits package and 8.5% of annual salary contributed by the state for optional retirement programs. **APPLICATIONS:** Applications should include a resume and the names and addresses of 3 professional references. **Consideration for the position will begin May 1,** and will continue until a satisfactory candidate has been found. Applications should be addressed to: Chair, Science Librarian Search Committee, **University of Texas at Arlington, POB 19497, Arlington, TX 76019.** Applications from qualified minorities are encouraged.

**Science librarian,** Science and Technology Libraries, Syracuse University Library. Reports to the head, Science and Technology Libraries. Provides reference, bibliographic instruction, online searching, and other public service functions. Supervises one of the public or technical services units within the Science

and Technology Libraries. Under the general direction of the associate university librarian for collections, selects materials in the sciences. Serves as liaison between the library and the faculty of the academic departments in the areas of collection development responsibility. The Science and Technology Libraries serve the information needs of the Syracuse

University community. Aside from the Science and Technology Libraries comprising 400,000 volumes in the areas of biology, chemistry, computer science, and engineering, separate branch libraries for physics, geology, and mathematics—which are part of the Science and Technology Libraries—are housed adjacent to the departments they serve. Syracuse

## University of Southern Mississippi Libraries

The University of Southern Mississippi Libraries include Cook Memorial Library, McCain Library and Archives, the Teaching and Learning Resources Center, and Cox Library at the branch campus on the Gulf Coast. Holdings include approximately 400,000 book volumes, 800,000 government documents, 2.2 million microformats, and 5,000 serial subscriptions. Materials budget is approximately \$1.2 million a year and student enrollment is approximately 12,000. The library system is a member of SOLINET and utilizes the BNA online ordering system and Faxon Microlinx. The initial phases of an integrated automation system are now being installed. Librarians at the University of Southern Mississippi hold tenure-track, 12-mo. positions and have faculty status. An ALA-accredited MLS is required for all positions. Applications are invited for the following openings:

**Director of Public Services, Cook Library.** Supervises circulation, documents, ILL, microforms, and reference of Cook Library. Reports to the university librarian. **QUALIFICATIONS:** Successful candidates must have excellent leadership, interpersonal communication, organizational, and supervisory skills. At least 5 yrs.' public services experience in an academic library or equivalent. Supervisory experience required. Preferred are librarians with experience in an automated library system and knowledge of microcomputer applications. Minimum salary is \$30,000. Apply to: **Eddie Williams, Search Committee**, at address listed below.

**Director of Technical Services.** Supervises all of the centralized technical operations, including acquisitions, serials, and cataloging, for all libraries in the system. Reports to the university librarian. **QUALIFICATIONS:** Successful candidates must have excellent leadership, interpersonal communication, organizational, and supervisory skills. At least 5 yrs.' technical services experience in an academic library or equivalent. Supervisory experience required. Prefer experience in an automated library system and knowledge of microcomputer applications. Minimum salary is \$38,000. Apply to: **Eddie Williams, Search Committee**, at address listed below.

**Acquisitions Librarian/Collection Development Coordinator.** Reports to the head of collection management. Responsible for: 1) assisting with the daily supervision of the acquisitions department; 2) developing, implementing, and coordinating the faculty liaison program in conjunction with the library's collection development efforts. **QUALIFICATIONS:** Excellent oral and written communication and interpersonal skills; 3 yrs.' experience in an academic library or equivalent, preferably in acquisitions and/or collection development; ability to work effectively, independently, and cooperatively with all levels of the academic community; familiarity with the OCLC system. *Desirable:* Knowledge of vendors, publishing trade, and various approval and standing order plans; knowledge of current trends in collection development; familiarity with microcomputers and PC software applications (or demonstrated ability to attain these skills). Salary \$24,000 minimum. Apply to: **Caroline Killens, Search Committee**, at address listed below.

**Cataloger.** Responsible for original and adaptive cataloging of monographs, AV materials, and serials for a branch library and other libraries in the university system. Duties also include retrospective conversion, reclassification, name and subject authority work, some catalog maintenance, and the supervision of one library assistant. Reports to the chief cataloger. **QUALIFICATIONS:** Knowledge of cataloging principles and practices, including AACR2, LC classification and subject headings, and MARC formats; effective written and oral communication skills; ability to work cooperatively and effectively with others; basic typing skills. Prefer professional cataloging experience in an academic library; experience with OCLC or other major bibliographic utility in an automated library system; knowledge of microcomputer applications; reading knowledge of one or more Western European languages. Minimum salary: \$22,000. Apply to: **Florence Myers, Search Committee**, at address listed below.

**Library Media Services (Audiovisual) Librarian.** Assists in the coordination of nonbook services for university library system and takes responsibility for cataloging of media and music materials. Responsible for nonbook reference service, materials selection, and assists in processing nonbook collection. **QUALIFICATIONS:** Knowledge of OCLC, AACR2, and LC subject headings and classification. Prefer specialized media training or previous media service and some background in music. Minimum salary \$22,000. Apply to: **Mary A. Walt, Search Committee**, at address listed below.

**Reference Librarian.** Responsible for providing ready reference and research service at the reference desk. Participates in bibliographic instruction, online and CD-ROM searching, and collection development. Reports to the reference coordinator. **QUALIFICATIONS:** Good oral, written, and interpersonal communication skills. Knowledge of reference resources and services. Ability to provide quality reference to the academic community. Prefer relevant experience in an academic library, familiarity with library automation and microcomputer applications, and initiative. Minimum salary: \$22,000. Apply to: **Kay Wall, Search Committee**, at address listed below.

All salaries are dependent upon qualifications and experience. **Applications reviewed beginning May 1**, and will continue until positions are filled. Send letter of application (noncitizens must include current visa status), resume, and names, addresses, and telephone numbers of 3 professional references to:

**Cook Memorial Library  
University of Southern Mississippi  
Southern Station Box 5053  
Hattiesburg, MS 39406-5053**

USM is an equal-opportunity, affirmative-action employer.  
Minorities and women are encouraged to apply.

University Library is a member of ARL, CRL, and an associate member of RLGL. **REQUIRED:** MLS from an ALA-accredited institution; training and experience in online searching; strong organizational, interpersonal, oral, and written communication skills. Preference will be given to candidates with experience as a science librarian, an undergraduate or graduate degree in the sciences, and/or experience in collection development. Salary: \$20,000 minimum, commensurate with experience and qualifications. **Applications received by May 15 will be given first consideration.** Send letter of application, resume, and the names of 3 references to: Search Committee for Science Librarian, Science and Technology Libraries, **Office of Human Resources, Syracuse University, Skytop Offices, Syracuse, NY 13244-5300**. Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly interested in the application or nomination of women and minorities.

**Serials catalog librarian.** Newly created position at the University of South Carolina's Library Processing Center in Columbia. Catalogs and classifies all serials housed at the university's satellite campus libraries. Will plan and implement serials retrospective conversion project and participate in systemwide implementation of NOTIS. The processing center's 5 librarians and 14 paraprofessionals deliver technical and public services support to over 40 library staff and 12,000+ students statewide. **REQUIRED:** ALA-accredited MLS; cataloging experience; comprehensive knowledge of and experience with LC classification and subject headings, OCLC, AACR2, and U.S. MARC formats. *Preferred:* Substantial serials cataloging experience in an academic or research library. Experience with or knowledge of NOTIS or other automated serials control system. Ability to work effectively and independently in a rapidly changing environment as a member of a professional team. Salary \$25,000; excellent benefits package. Faculty status at rank of Assistant Librarian; tenure-track, 12-mo. appointment. **Priority will be given to applications received by May 15.** Send letter of application, resume, and names, current addresses, and telephone numbers of 3 references to: Linda Holderfield, Chair, Serials Cataloger Search Committee, **Library Processing Center, University of South Carolina, 1021 Wheat St., Columbia, SC 29208**. USC is an affirmative-action, equal-opportunity employer.

**Serials cataloger.** Full-time, 2-yr., temporary position with possible conversion to tenure track. Responsible for serials cataloging, including periodicals conversion project; some original cataloging of materials in all formats. Salary range: \$31,680–\$43,896 (Senior Assistant Librarian). Minimum of one yr.'s serials experience. Liberal benefits package. Available Aug. 21. **Send letter of application with complete resume and names, addresses, and phone numbers of 3 professional references by April 17 to:** University Librarian, **Humboldt State University, Arcata, CA 95521; 707-826-3441**.

**Spanish language cataloger. AVAILABLE:** Sept. 1. Faculty position in the technical services division. Responsible for original classification and cataloging of books in Spanish, Portuguese, and Italian. Also responsible for name, series, and subject authority work in assigned area. Works closely with subject librarians in assigned subject areas and with representatives from other library departments where Spanish-language expertise is needed. Responsible for keeping up to date on LC and RLIN rule changes and interpretations. **QUALIFICATIONS:** An MLS degree from an ALA-accredited library school. Must be proficient in Spanish. Knowledge of Portuguese and Italian also highly desirable. Must have a good working knowledge of AACR2, LC classification, LCSH, and MARC formats. Experience with RLIN, OCLC, or



## UNIVERSITY OF WISCONSIN-WHITWATER Library and Learning Resources

THE UNIVERSITY OF WISCONSIN-WHITWATER invites applications for two full-time, tenure-track faculty positions available July 1, 1989.

### 1) Head of Cataloging Service

**RESPONSIBILITIES:** Develop procedures, policies and workflow for cataloging activities; supervise database maintenance and online authority control functions; participate in automation-related policy making and problem resolution; train and supervise staff in original cataloging and match copy cataloging of monographs, documents, serials and non-print materials; plan and manage department budget; participate in the Administrative Council of the Library and Learning Resources.

**QUALIFICATIONS:** MLS from ALA accredited institution; competency in original cataloging of various formats of library materials; experience in the application of cataloging principles and procedures such as AACR II, LC subject headings and principles and classifications and MARC formats; substantial knowledge of and experience in a major bibliographic utility and a local automation system; record of increasing responsibility of staff supervision; working knowledge of one or two major European languages; effective oral and written communication skills.

**Minimum Rank and Salary:** Assistant Professor; \$24,000 (salary is commensurate with qualifications.)

**Benefits:** 22 paid vacation days; one day per month sick leave accumulation; 9.5 paid holidays; choice of group medical and dental insurance; state retirement benefits.

UNIVERSITY OF WISCONSIN-WHITWATER enrolls 11,000 students in the colleges of Business and Economics, Education, Letters and Sciences and Arts. Library and Learning Resources is a modern facility of over 360,000 books and bound periodicals, 2,800 serials subscriptions, 260,000 documents, 700,000 microforms, 10,617 audiovisual materials; and participates in OCLC online cataloging; and has a LS/2000 local automation system.

A complete application file consist of formal letter of application and current vita, OFFICIAL copies of all transcripts and three CURRENT letters of professional recommendation. ALL materials must be received before application can be considered. Deadline for application: May 15, 1989.

**Address applications and nominations to:** Hsi-ping Shao, Dean of Library and Learning Resources; Harold G. Andersen Library, University of Wisconsin-Whitewater, 53190

UW-WHITWATER IS AN EQUAL OPPORTUNITY EMPLOYER WITH AN AFFIRMATIVE-ACTION PLAN. WOMEN, ETHNIC MINORITIES, PERSONS WITH DISABILITIES AND VIET-NAM ERA VETERANS ARE ENCOURAGED TO APPLY.

other major bibliographic utilities desirable. Good written and oral communication skills are required as well as the ability to work effectively with all levels of staff. Brigham Young University was founded and is supported by the Church of Jesus Christ of Latter-day Saints, and an applicant's conduct and character must be consistent with the standards of the church and the BYU Code of Honor (Code of Honor available upon request). **SALARY AND BENEFITS:** Faculty status, generous insurance and retirement benefits. Salary range is \$20,000 and up, depending on qualifications. This is a 12-mo. appointment with 22 days' annual leave and additional professional development time available. **DEADLINE FOR APPLICATION: May 31. TO APPLY:** Send resume and names of 3 references to: Larry Ostler, Assistant University Librarian for Personnel, 3080 HBL, Brigham Young University, Provo, UT 84602.

**State and local government documents librarian,** public affairs services, University of California/Los Angeles. **DUTIES:** Responsible for development, management, and preservation of library's collection of official publications; selects state and local documents and consults as needed with technical processing staff concerning their acquisition; participates in highly specialized reference service, assisting in locating information published by the

### 2) Head of Collection Management

**RESPONSIBILITIES:** Coordinate the development and implementation of collection management policies and procedures; build and maintain library collections in consultation with the faculty; supervise department personnel; plan and manage collection development budget; maintain and analyze financial and collection data; participate in the Administrative Council of the Library and Learning Resources.

**QUALIFICATIONS:** MLS from ALA accredited institution; professional experience in acquisitions/collection development; knowledge of fiscal management; supervisory skills; familiarity with publishing trade in both print and non-print formats; knowledge of computer-based acquisitions and serials control; effective oral and written communication skills. Second advanced degree in an academic discipline preferred.

governments of the U.S., foreign countries, the United Nations and other official inter-governmental organizations, and private organizations. Provision of reference service. May include some evening and weekend shifts. Salary: \$25,380-\$52,488. **QUALIFICATIONS:** Academic background or library experience in the social sciences. Strong preference given to candidates with background in government publications. Familiarity with government structure of U.S., state, and/or local governments desirable. Aptitude for public service. Experience with, or strong potential for, collection development and management responsibility in an automated technical processing environment. Experience with searching online catalogs and online bibliographic systems. **Applications received by April 30 will receive first consideration.** Anyone wishing to be considered for this position should write to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, UCLA Research Library, 405 Hilgard, Los Angeles, CA 90024-1575. Application letter should include full resume and names of at least 3 persons who are knowledgeable about applicant's qualifications for this position. UCLA is an equal-opportunity, affirmative-action employer actively seeking minority applicants. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers. In compliance with the Immigration

## REFERENCE LIBRARIANS (2)

### Nassau Community College

Full-time, tenure-track (title Instructor). **DUTIES INCLUDE:** providing general reference services, assisting in collection development, teaching in a credit and noncredit bibliographic instruction program, performing online database searches, and other assigned professional responsibilities. **MINIMUM QUALIFICATIONS:** MLS (ALA-accredited) or MS in educational technology, 2 yrs.' professional library experience, strong interpersonal and communications skills. Annual salary (as of Sept. 1): \$36,338 pending budgetary approval. Starting date: on or before Sept. 1. **Send letter and resume by April 17 to:** Irving L. Williams, Affirmative-Action Office.

Nassau Community College  
Garden City, NY 11530

Equal-opportunity, affirmative-action employer

Reform and Control Act of 1986, all persons hired will be required to show proof of their identity and right to work in the United States.

**United States government documents specialist, unit head.** Responsible for administering the libraries' selective U.S. documents depository program including budgeting, selecting, ordering, and organizing depository items and other titles from the U.S. GPO. Serves as U.S. documents authority and also provides general reference desk services including evening and weekend hours. Fulfills academic faculty responsibilities. **QUALIFICATIONS:** Minimum requirement, ALA-accredited master's degree in library science. 2 yrs.' experience working with a large U.S. government publications collection and specific training in government documentation preferred. Salary and rank: A minimum of \$24,000 commensurate with experience. **DEADLINE:** Letter of application, list of 3 references, and current resume should be received no later than April 20. Apply to: Christine M. Travis, Library Personnel Officer, University Libraries, Room 139, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222. SUNY at Albany is an equal-opportunity, affirmative-action employer. Applications from women, minority persons, handicapped persons, and Vietnam-era veterans are especially welcome.

**4 positions open.** Oregon State University, a land- and sea-grant university and a Carnegie-I institution, has 15,000 students in 12 schools and colleges. Programs at the undergraduate and graduate levels through the doctoral degree are offered. The University Libraries consist of a main collection of over 1 million volumes and one branch, the Hatfield Marine Science Center Library. The libraries are currently installing an integrated online system. The staff includes 35 library faculty and 54 classified staff. The following positions are for 12-mo. appointments with 22 days' vacation and excellent fringe benefits. Those hired with a 2nd master's degree will be appointed on tenure track with faculty rank and status as Assistant Professor; those hired without a 2nd master's degree will be appointed on a fixed-term appointment as Instructor during which they will be expected to complete a 2nd master's. The 2nd master's degree is required for tenure. **GENERAL QUALIFICATIONS:** MLS degree from an ALA-accredited program; a demonstrated ability to work cooperatively in a demanding and changing environment, and to communicate effectively with faculty, staff, and students; ability to work independently and with others; willingness to serve on university and library committees; demonstrated ability to plan and

organize projects systematically and to follow through from implementation to completion; the potential for continuing professional

growth and scholarly accomplishment. Each position below has additional specific requirements. 1) **Serials/acquisitions librarian.**

### Library San Francisco State University

**4 tenure-track positions available.** All positions require MLS from ALA-accredited program. 2nd graduate degree and evidence of scholarly and/or professional activity preferred. Full faculty status. Expected to meet criteria for retention & tenure.

**THE INSTITUTION:** One of 19 campuses in the California State University system, SFSU is entering a time of dynamic change under the leadership of new president. The university is a multicultural, multi-ethnic, & urban institution with more than 1,700 faculty members and 28,000 students. Over 100 baccalaureate and 80 master's degree programs offered. The university offers full benefits package.

**THE LIBRARY** is also in a time of transition, in organization and in implementation of the Geac-ADVANCE integrated system. Collection numbers 2.4 million items; 740,000 books. Staff totals 120 with about 50 additional FTE in student help. Acquisitions budget exceeds \$1.5 million. 3 major divisions in the library: Administrative Services, Media & Print Access, and new Division of Reader & Technical Services.

**Assistant/Associate Director for Reader & Technical Services.** (Rank of Administrator III [12 mo.]; \$45,000–\$62,500, depending on qualifications and experience.)

**RESPONSIBILITIES:** Should be a dynamic leader and effective manager to direct library programs for collection development, acquisitions, bibliographic control and processing, reference, instruction, government publications, special collections/archives. RTS staff numbers about 25 librarians and 30 support staff. Duties: Planning, organizing, budgeting, directing, and evaluating programs, services, and personnel. Effective coordination/communication with all levels of staff, other ALDs, and university faculty and administrators.

**QUALIFICATIONS required:** 5 yrs.' increasingly responsible technical and/or public services positions in academic or research library; demonstrated managerial, interpersonal, and communication skills; strong service and teaching philosophy; sound grasp of library automation and issues facing higher education; ability to work collegially with faculty/students/staff of all backgrounds. *Preferred:* 2nd graduate degree; experience in both technical and public services; experience with a library automated system.

**Curator, Frank V. De Bellis Collection of California State University.** (Senior Assistant Librarian, \$31,680–\$43,896 or Associate Librarian, \$39,960–\$55,548; depending on qualifications and experience.)

Collection is library-museum of Italian civilization, ancient and modern, with emphasis in history, literature, fine arts, music. Holdings of books, periodicals, music scores, sound recordings, manuscripts, microfilms, prints, artifacts, and coins number some 50,000 items.

**RESPONSIBILITIES:** Responsible for acquisitions, bibliographic organization, and public programs related to the collection; catalogs rare books and/or scores; supervises one library assistant; works with consultants as needed; offers research assistance; plans exhibits, concerts, other public programs as time/budget permits.

**QUALIFICATIONS required:** Pertinent experience in academic or research library; reading ability in Italian; knowledge of Italian civilization; conversancy with music history/performance and/or cataloging; public service experience, knowledge of cataloging, AACR2, OCLC or similar online utility; ability to work in collegial environment; demonstrated oral and written communication skills. *Preferred:* Speaking/writing ability in Italian; rare books experience; knowledge of Greek and Roman civilizations; experience in fundraising/development; familiarity with conservation/preservation practices.

**Monographs Cataloger, Bibliographic Control Unit.** (Senior Assistant Librarian \$31,680–\$43,896; depending on qualifications and experience.)

**RESPONSIBILITIES:** Under general direction of head, bibliographic control, assumes responsibility for original cataloging of print and microform monographs. Cooperates in resolving problems with adaptive and copy cataloging. Participates in library and university working groups and contributes to educational mission of library and university.

**QUALIFICATIONS required:** Pertinent cataloging experience; working knowledge of AACR2 and LC cataloging practice and authority forms. *Preferred:* Familiarity with OCLC & conversion to an OPAC environment; reading knowledge of Romance languages and German.

**Supervisor of Automated Bibliographic Processing.** (Senior Assistant Librarian, \$31,680–\$43,896 or Associate Librarian, \$39,960–\$55,548; depending on qualifications and experience.)

**RESPONSIBILITIES:** Under the general direction of the assistant director for reader & technical services, supervises staff of 12 library assistants, plus student aides, in copy and adaptive cataloging and book preparation and binding. Works closely with bibliographic control unit, systems, acquisitions, and serials staffs to ensure efficiency and responsiveness of bibliographic processing and maintenance in all formats. Plans and directs ongoing processing in rapidly changing automated environment. Working collegially, assumes a major role in overall library automation.

**QUALIFICATIONS required:** 3 yrs.' professional experience, of which 2 must be in cataloging; knowledge of AACR2, all MARC formats, and of OCLC or similar utility; knowledge of library automated systems; ability to plan, develop procedures, communicate guidelines, and meet changing needs; attention to detail; demonstrated oral and written communication skills; ability to work effectively with faculty, staff, and students. *Preferred:* Reading knowledge of foreign languages. Demonstrated supervisory skills strongly preferred.

**APPLICATIONS:** Deadline for nominations and applications is May 31. Appointments will be made as soon as possible but no later than Sept. 1989. Letter and current resume, including names, addresses, and phone numbers of at least 3 references, to: **Eloise McQuown, Assistant Library Director, Administrative Services, San Francisco State University, 1630 Holloway Ave., San Francisco, CA 94132.**

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**Entry-level position** under the supervision of the acquisitions librarian. Responsible for managing a serials collection of 15,000 titles; may include direct supervision of 9 FTE support staff for the coordination of serials check-in, invoicing, claiming, and various aspects of transition from a manual to an automated system; instruction in use of automated serials control system; special projects in serials and acquisitions areas as assigned. **QUALIFICATIONS required:** Serials experience in a research library at the preprofessional level or above. *Preferred:* Knowledge of an automated system such as Faxon SC10 or Geac. 2) **Catalog librarian.** Responsible for performing original, AACR2, and advanced copy cataloging on OCLC, using LC classification and subject headings. Must be able to catalog materials in multiple formats and languages. Participates in the departmental planning process with other staff members. Reports to the catalog division head. **QUALIFICATIONS required:** Knowledge of AACR2 and standard cataloging practice; familiarity with library automated systems and a bibliographic utility. *Preferred:* Science/technology background; foreign language competence; some cataloging experience; and an awareness of pre-AACR2 cataloging rules and practice. 3) **Head of government documents unit.** Responsible for selection, maintenance, and control of large documents depository collection including international, federal, and state documents; provides reference and information services in the government documents and microform units; plans for conversion of records to an online system; assists with library orientation and bibliographic instruction; supervises 3 FTE support staff; reports to the head of special reference services. **QUALIFICATIONS required:** Planning, organizational, and management experience; demonstrated user-oriented philosophy, flexibility, 2–3 yrs.' experience with government documents. *Preferred:* Supervisory experience, experience in online or CD-ROM database searching; research and publication record. 4) **Reference librarians (science emphasis).** 2 entry-level positions expected to participate fully in the library's public service activities including general reference, collection management, and faculty liaison. Responsible for providing comprehensive reference assistance from a centralized reference collection; preparation of bibliographies and guides to subject areas in science. Collection management responsibilities for the life or physical sciences. Additional responsibilities may include online or CD-ROM database searching and bibliographic instruction. **QUALIFICATIONS required:** Academic background in life or physical sciences or one yr.'s experience in science reference; training or experience in online or CD-ROM database searching; demonstrated interest in bibliographic instruction. *Preferred:* Academic degree in science; teaching experience. **STARTING DATE:** Positions available July 1. **SALARY:** Negotiable. \$21,000 minimum with 2nd master's degree or \$20,000 minimum without 2nd master's degree. Consideration of credentials will begin immediately and will continue until the positions are filled. **For full consideration, apply by May 1.** Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 references to: **Barbara Thornburg, Oregon State University, Kerr Library 121, Corvallis, OR 97331-4501.** OSU is an EEO, AA employer and has a policy of being responsive to the needs of dual career couples. Minority applicants are encouraged to apply and to identify themselves for affirmative-action purposes.

### LAW LIBRARY

**2 positions open.** Reed Smith Shaw & McClay, Pittsburgh's largest law firm, seeks 2 dynamic "jack-of-all-trades" librarians for its headquarters library. This fully computerized law firm is developing a multilocal online catalog using OCLC and the BRSearch en-

gine and expanding their user services. The ideal candidates will have experience in all phases of library operations including, but not limited to, reference, database searching, automation, serials, interlibrary loan, and cataloging. Dialog experience is mandatory; additional database experience desirable. Law library background preferred but not essential. Excellent communication, organizational, and supervisory skills required. Applicants must have an MLS degree from an ALA-accredited library program. Reed Smith offers excellent benefits, profit sharing, and competitive salaries. Salary in low to mid-\$20s, depending on experience. **Deadline date for applications is May 31.** Send letter of application, resume, and references to: Director of Libraries, **Reed Smith Shaw & McClay, POB 2009, Pittsburgh, PA 15230-2009.**

## LIBRARY EDUCATION

**Collection development and acquisition of library materials.** The UCLA Graduate School of Library and Information Science is seeking to make an appointment in the area of collection development and acquisition of library materials. The ideal candidate for this position would combine a technical services background with theoretical knowledge of the field. Applications are desired from persons with the doctorate in this area, or from persons about to receive one. The successful candidate will also have the opportunity to teach subjects in other areas. Rank and salary will depend upon record of experience and competence, with the following established range: Assistant Professor (\$32,400-\$42,600) on a 9-mo., academic-year basis. The date of appointment will be arranged between the candidate and the GSLIS. **Priority consideration will be given to applications received before May 15.** Inquire and send resume with the names and addresses of 3 references to: Diana M. Thomas, Acting Dean, **Graduate School of Library and Information Science, University of California/Los Angeles, Los Angeles, CA 90024-1520.** The University of California is an equal-opportunity, affirmative-action employer and actively solicits applications from qualified minority candidates.

## MEDICAL LIBRARY

**Assistant librarian, Medical Library.** The assistant librarian assists the director in planning and overseeing library services. Responsible for providing reference service, user education programs, coordinating online database and microcomputer services, and serving as a clinical librarian for the departments of Hematology and Urology. **REQUIRES** an ALA-accredited MLS degree and 2 yrs.' experience. Minimum salary \$20,500. Send resume and names of 3 references to: **Meg Ward, Library, Children's Memorial Medical Center, 2300 Children's Plaza, Chicago, IL 60614.**

**Education librarian** (search reopened). East Carolina University is seeking applicants for an education librarian. **DUTIES INCLUDE** the development, design, and coordination of the library's educational programs in information retrieval and management, providing clients assistance in the reference areas, and assisting with special projects. Applicants must have an MLS from an accredited library school. They must also meet one of the following requirements: undergraduate or graduate degree in the basic/life/health sciences; coursework or internship in health sciences librarianship; or one year or equivalent experience in an academic health sciences library. Educational design experience and/or coursework preferred. MLA certification required within 3 years of date of employment. Minimum salary: \$22,000. **Resume, 2 letters of reference, and transcripts for all academic work are required for applicant screening which will begin May 15.** Contact: Jo Ann Bell, Director, **Health Sciences Lib., East Carolina Univ., Greenville, NC 27858-4354.** Federal law requires proper documentation of identity and employability prior to final consideration for this position. Affirmative-action, equal-opportunity employer.

**Head, information management education services.** The Health Sciences Library of the University of North Carolina at Chapel Hill invites applications for head of information management education services. This department of 3.5 FTE professionals and graduate assistants provides instruction for users in search strategy, end-user searching, file management, text management, and other

related topics. Workshops, curriculum-based instruction, credit courses, orientations, and consultations serve approximately 3,000 users per year. The department head, reporting to the director, manages and participates in the department's programs, communicates with faculty to meet instructional needs, and participates in librarywide planning for instructional and consultation support services. **REQUIRED:** ALA-accredited master's degree; 4 yrs.' experience, including reference and online searching and a minimum of 2 yrs. of bibliographic instruction; demonstrated management skills. Preference given to candidates with bibliographic instruction experience in the health sciences or sciences. Qualities sought include excellent interpersonal and communication skills, flexibility, initiative, good problem-solving skills, interest in professional involvement, and a commitment to serving the information needs of health professionals. Salary based on experience and other factors; minimum salary \$26,400. The Health Sciences Library has a professional staff of 24; it serves 5 professional schools and a 600-bed teaching hospital. **To be assured of consideration, applications should be received by May 15.** Send letter of application, curriculum vitae, and names of 3 references to: Carol Jenkins, Director, **Health Sciences Library, CB #7585, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-7585.** An affirmative-action, equal-opportunity employer.

## MUSIC LIBRARY

**Assistant director, Music Library, Duke University.** Available July 1. Position reports to the director of the Music Library and carries primary responsibilities for the administration of a vigorous program of reference services, including bibliographic instruction and commercial database searching; administration of the Record Library, its services, equipment, collection, and personnel; the building of a new compact disc collection of sound recordings and other AV media; administration of the circulation services and bibliographic maintenance program of the Music Library and supervision of its personnel. Secondary responsibilities include participation in the management of present facilities and the planning of new facilities; supervision of the reorganization of materials to off-site locations; participation in the planning and development of local online resources. Position requires ALA-accredited MLS; 3 or more yrs.' relevant library experience; knowledge of one or more foreign languages: German highly desirable, French, Italian, or Spanish acceptable; experience with a bibliographic utility, preferably OCLC or RLIN; excellent oral and written communication skills; demonstrated ability to work effectively with patrons; demonstrated supervisory ability. Master's degree in musicology or music theory strongly preferred. Experience with PC-based bibliographic projects highly desirable. Minimum salary \$22,250, with higher salary dependent upon qualifications. **Applications received by May 15 will be given preference.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Ann F. Stone, Personnel Librarian, **216 Perkins Library, Duke University, Durham, NC 27706.** Affirmative-action, equal-opportunity employer.

## ALA

### Executive Director

The American Library Association, the oldest and largest national library association in the world, seeks an executive director who will provide leadership in a 47,000-member organization charged with promoting and improving library and information services, the advancement of the profession, and the free flow of information worldwide. The mission of the American Library Association is to provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information for all. As chief executive officer of the Association, reporting to its Executive Board, the executive director is responsible for administering a staff of approximately 270 persons and a total budget of \$21 million. Candidates should have demonstrated management experience; broad knowledge and understanding of libraries, information services, and related fields; and the ability to work with and relate to people in a wide variety of organizational and cultural environments. **MINIMUM QUALIFICATIONS INCLUDE** a master's degree from an ALA-accredited program.

Minimum salary—\$100,000 per year.

Position available not later than Nov. 30. **Letter of application with resume should be sent by April 15 to:**

**ALA Executive Director Search Committee  
Korn/Ferry International  
Attn.: Thomas H. Hall, III  
233 Peachtree St. N.E.  
Atlanta, GA 30303**

*All replies will be held in strictest confidence.*

Affirmative-action, EOE

## PUBLIC LIBRARY

**Adult services—children's services. 2 entry-level librarian positions** in a medium-sized public library. **RESPONSIBILITIES INCLUDE** reference, collection development, programming, story hours, etc. ALA-accredited MLS. Starting salary \$21,367 negotiable, commensurate with experience. Please send resume to: **Glen Cove Public Library, Glen Cove Ave., Glen Cove, NY 11542; Attn.: John P. McKay, Director.**

**Assistant director.** The Board of Trustees of the Evansville-Vanderburgh County Public Library, Evansville, Ind., is seeking to fill the position of assistant director. **MINIMUM REQUIREMENTS:** MLS plus well-developed communication skills and managerial & organizational experience in a public library. Responsibilities include: outreach services, public relations, staff development, extension services, and as liaison to Friends group & volunteers. Minimum annual salary: \$40,000 + moving expenses. Usual fringe benefits. **Deadline: April 15.** Contact: E. A. Howard at 812-428-8200 for a full job description and answers to questions regarding the position. Applications from interested and qualified persons are being accepted by: **Board of Trustees, Evansville-Vanderburgh County Public Library, 22 S.E. 5th St., Evansville, IN 47708.**

**Automation services/technical processes associate.** RCLS is seeking an associate librarian in this department which oversees the system bibliographic and item databases, inventory, circulation, cataloging, physical processing, public access, and interloan of materials. **RESPONSIBILITIES WILL INCLUDE** assisting in the planning and coordination of technical service unit goals, maintaining the online automated system, and consulting with member libraries on joining the CLSI automated circulation and public access system. This is a new position and requires an individual with an MLS, knowledge of library computer technology, public library experience with use of bibliographic utilities and cataloging, plus ability to work well with staff, vendor, and member libraries. Minimum salary \$21,400-\$31,400 with the additional consideration based on qualifications and experience. Apply with letter of application and resume, including salary history, and 3 references to: Dick Anglin, Director, **Ramapo Catskill Library System, 619 North St., Middletown, NY 10940.**

**Automation system manager.** To oversee all operations of shared integrated automated circulation system for public library system. Duties include: staff training; maintaining functionality of automated system; vendor liaison; promoting and assisting additional libraries in joining the shared system. **REQUIRES:** MLS plus 3-5 yrs.' experience; thorough knowledge of automated systems/procedures; knowledge of bibliographic utilities and cataloging. Available: July 1. Starting salary: \$24,000-\$26,000. **Send resume and names of 3 references by May 19 to:** Director, **Finger Lakes Library System, 314 N. Cayuga St., Ithaca, NY 14850.**

**Branch librarian.** ALA-MLS required. Supervisory experience desired. Responsibilities include collection development, programming, neighborhood outreach. Salary: \$20,236 with benefits. **Send resume and 3 references to:** Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

**Branch librarian** sought by suburban, multi-racial, multicultural town of 20,000 to administer 6,500-sq.-ft. branch library with staff of 4 FTE, library collection of 25,000. **REQUIRES** ALA-accredited MLS; minimum of 3 yrs.' public library experience, including one managerial/supervisory. Good interpersonal skills; interest in outreach. Must have knowledge/experience in budgets, programming, reference, collection development, automated systems. Salary \$31,978-\$39,975. Excellent benefits; 35-hr. week. **Closing date May 5.** Submit resume, letter of application, and names of 3 professional references to: **Personnel Office, Town Hall, 800 Bloomfield Ave., Bloomfield, CT 06002.** Affirmative action, EEO, M/F.

**Branch Supervisor III,** Lincoln (Nebr.) City Libraries (pop. 190,000). Supervise large branch with 57,000 volumes; circulation of 200,000, which is increasing annually; and

## Director Miami-Dade Public Library System

Dade County, Fla., is a multi-ethnic metropolitan area of 1.8 million. The library system consists of a main library, 27 branches (2 more opening early 1990), 3 bookmobiles, artmobile, and minibus. The library is a special taxing district with an operating budget of \$27 million (1988-89) and a staff of 545. The library system has grown rapidly with the construction of a new main library, 3 regional libraries, and 8 branches since 1977. The book collection has more than doubled, to 2.3 million. Circulation exceeds 4 million annually. Public support is excellent, with passage of \$47 million book referendum for library materials over a 12-14-year period. Appointment is made by the county manager and the director works with a Library Advisory Board. MLS degree required (2nd master's in administration desired), and 10 yrs.' progressive senior-level management experience in a comparably sized system with 5 yrs. as a director preferred. Salary range \$60,000-\$82,212 plus executive benefit package worth \$10,000-\$12,000. There will be a search committee.

**Forward 2 copies of your resume, proof of formal education, and indicate title of position for which you are applying by April 15 to:**

**Director of Personnel  
Metro-Dade County  
21st Floor  
111 N.W. 1st St.  
Miami, FL 33128**

AA, EOE

All resumes subject to Florida Sunshine Law

Dynix system. Train, supervise, and evaluate staff; provide input on collection and budgetary needs. Demonstrated ability to motivate and lead staff in provision of friendly, customer-oriented public service. Community involvement in branch service area will be expected. A flexible approach to management and an analytical approach to problem solving are desired. Experience with automated systems desirable. MLS and minimum of 3 yrs.' professional experience. Starting salary \$22,251. **Closing date: April 28.** Apply to: **County/City Employment Office, 555 S. 10th St., Lincoln, NE 68505.** AA, EEO employer.

**Director.** Gloucester County Library has an immediate opening. Gloucester County has a population of over 225,000. The county library is responsible for library service to 110,000. There are 8 communities that do not belong to the county system. The 1989 operational budget is \$950,000. Staff of 7 professional and 33 full- and part-time support personnel. System has headquarters building with 8 local outlets, bookmobile and a books-by-mail program. Gloucester County is a suburb of Philadelphia and approximately 90 miles from New York. Minimum salary \$31,300 with usual fringe benefits. MLS required with administrative experience. **Send resume and salary history to:** Search Committee, **Gloucester County Library, 200 Holly Dell Dr., Sewell, NJ 08080.**

**Director of extension services.** The Public Library of Columbus and Franklin County seeks a dynamic, experienced professional to fill a key administrative position. The position is responsible for staff development, and administrative budget control of activities in 19 branches and an outreach division. In addition, the incumbent participates in programming, the development of branch con-

struction/renovation plans, and the support of systemwide goals, objectives, policies, and procedures. The successful candidate will have an ALA-accredited master's degree in library science, 8 or more yrs.' postgraduate library experience (with at least 5 yrs. as a department, branch, or division manager), superior skills in motivating, developing, and evaluating subordinate staff, and excellent oral and written communications skills. Starting salary for this position will range between \$34,000 and \$39,000 per annum. Qualified candidates should send resume (with salary history) to: C. F. Dashiell, Director of Personnel, **Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** An EEO, AA employer, M/F/H/V.

**Director of library,** St. Augustine, Fla. Must have the MLS with 2 yrs.' public library experience working on full-time basis. Must have background in administration and financial aspects of library work. Pay range is \$26,770-\$37,461. Excellent benefits. **Send resume to:** **St. John's County Personnel, 4020 Louis Speedway, St. Augustine, FL 32084.**

**Head, circulation.** Administers circulation activities at both the library headquarters and the Baillet Branch of the Irvington Public Library; also serves as the head librarian for the Baillet Branch. Will be responsible for supervision and development of circulation personnel. Will also have responsibility for the implementation of yet-to-be-selected automated circulation system. **REQUIRES** ALA-accredited MLS and 2-4 yrs.' increasingly responsible library experience relevant to the above responsibilities. \$25,000 minimum. To apply and/or to receive full job description, contact: Bill Swinson, Director, **Irvington Public Library, Civic Square, Irvington, NJ 07111.**

**Head librarian, technical services department.** Directs and sets policies for all aspects of cataloging of all library materials; oversees operations in acquisitions, processing, and bibliographic database management; supervises staff of 6+ employees. **REQUIREMENTS:** ALA-accredited MLS and a minimum of 3 yrs.' progressively responsible experience in technical services—preferably in a supervisory role. Must have experience using AACR2, Dewey classification system, LCSH, MARC formats, and automated cataloging. Minimum salary: \$25,000. Position available immediately. **Submit resume and names of 3 references to:** William Swinson, Director, **Irvington Public Library, Civic Square, Irvington, NJ 07111.**

**Head of children's services,** East Cleveland Public Library. East Cleveland Public Library is seeking an individual to supervise and manage the children's services department of the library and coordinate children's services systemwide. The position requires a creative, dynamic individual committed to developing and providing services that nurture children's growth and is responsive to community needs. Proficiency in puppetry, storytelling, and/or music desirable. MLS required and 3 yrs.' minimum experience as children's librarian. Strong supervisory skills required. Responsible for planning, coordinating, and implementing all children's services within the system (2 branches), and supervising children's staff in main library. East Cleveland Public Library is a small urban library system, serving a population of 36,000+, with an automated circulation system. The library is undergoing a major renovation which will include a magnificent new children's room, in addition to the other areas of the library. Starting salary range: \$22,963-\$26,582, dependent upon experience, plus benefits. **Send resume by April 28 to:** Ernestine Hawkins, Assistant Director, **East Cleveland Public Library, 14101 Euclid Ave., East Cleveland, OH 44112-3891.** EOE.

**Head of children's services.** Search extended. Energetic, service-oriented librarian to be part of management team for busy library located in metropolitan New York area. Great opportunity for someone with new and innovative ideas. Position requires ALA-MLS and 3 yrs.' relevant experience in children's services. Salary \$25,000+, depending on experience. **Application, resume, and 3 professional references by May 15 to:** James M. Hecht, Director, **Englewood Public Library, 31 Engle St., Englewood, NJ 07631.** Affirmative-action employer.

**Head of reference.** Search extended for experienced professional to lead 5-person reference staff in busy, service-oriented traditional library in a well-educated North Shore Chicago suburb. Candidates must show strength in collection development, reference service, and staff supervision. **QUALIFICATIONS INCLUDE:** an ALA-MLS, 3 yrs.' related experience, and commitment to public service. Salary range \$23,695-\$31,514, with possible increase July 1. Send letter of application detailing qualifications in above areas and resume to: Donna Sundstrom, Library Director, **Winnetka Public Library, 768 Oak St., Winnetka, IL 60093.**

**Head, technical services/automation department** for a public library serving 115,000+ with a budget of over \$3 million. **RESPONSIBILITIES INCLUDE:** recommending policy; overseeing procedures and directing the 4 units of the department: acquisitions, borrowers' services, cataloging, and materials processing; directing personnel activity of department (15 full-time-equivalent staff members); participating in planning and taking the lead in further library automation. **MINIMUM QUALIFICATIONS:** ALA-accredited MLS; cataloging and classification coursework; 4 yrs.' experience in a library, including experience in technical processing; 2 yrs.' supervisory or administrative experience; knowledge of automation. *Desirable qualifications:* Experience in library public services, implementing an integrated automation system, acquisitions and cataloging, OCLC. Salary range: \$30,485-\$45,727. Placement beyond midpoint of range possible. Available: immediately. **Apply by May 15.** For job description, application, additional information, contact: **Library Office, Kalamazoo Public Library, 315 S. Rose St., Kalamazoo, MI 49007; 616-342-9837.** AA, EEO employer.

**Librarian I.** Jefferson Parish, La., located adjacent to the City of New Orleans, has several vacancies available. Responsibilities: Branch or outreach services. **QUALIFICATION REQUIREMENTS:** ALA-accredited MLS degree. Starting salary: \$18,444 annually (35-hour workweek). Candidates required to pay their own travel expenses if called for an interview. Applications accepted continuously. Send resume requesting official application forms to: **Jefferson Parish Personnel Dept., Room 818, New Courthouse Building, Gretna, LA 70053; Attn.: Carolyn Saladino.**

**Librarian I.** \$24,190. Librarian I is the entry-level professional class in the Phoenix Public Library system. Librarian I could be assigned to: provide reference service and collection development in the major reference units of the central library or in a branch library; perform readers' advisory and reference services at Popular Library or in a branch library; serve young people through age 14 in children and youth; or catalog materials in technical services. Requires a master's degree in library science. To request application, contact: **City of Phoenix, Personnel Dept., 135 N. 2nd Ave., Phoenix, AZ 85003; 602-262-6277.** AA, EEO, H employer.

**Library director,** City of Big Rapids, Mich. Located in a rural university town 50 miles north of Grand Rapids. Responsible for all library operations including planning, budgeting, collection development, personnel, and

community relations. ALA-MLS required. Progressively responsible supervisory experience in public library administration required. Starting salary negotiable dependent upon qualifications, up to \$26,000. Available immediately. **Application deadline: May 1.** Send resume and 3 letters of reference to: Search Committee, **Big Rapids Community Library, 428 S. Michigan Ave., Big Rapids, MI 49307.** EOE.

**Library director** for small, north-central W.Va. public library. **QUALIFICATIONS:** A master's degree from an accredited ALA school. Experience in working with all age ranges in the public library realm is helpful. Salary: commensurate with classification and experience: \$15,500. **Applications are due by April 15,** and position is available May 1. Send applications to: **Sharon Kraus, Louis Bennett Library Trustees, Alum Bridge, WV 26321.** Equal-opportunity employer.

**Library director.** Henderson County Public Library, Hendersonville, N.C., seeking experienced ALA-accredited MLS library director. Salary range: \$24,424-\$36,154. Responsible for \$688,382 budget exclusive of \$1.127 million capital expansion budget, supervision of 29 staff and numerous volunteers, one central library, and 2 satellite facilities. Position available July 1. **Apply by April 15 to: County Administrator, 244 2nd Ave. E., Hendersonville, NC 28739.** EOE.

**Library director.** Immediate opening for director, Washington County Public Library, Abingdon, Va. System includes main library, bookmobile, and 2 small branches. ALA-accredited MLS is required, experience as a public library director desirable, salary range \$24,000-\$32,000; starting salary depends upon qualifications. The successful applicant will have good interpersonal skills, with demonstrated record of good public relations, and be able to work closely with library staff and Board of Trustees. **Deadline for submitting applications will be May 1.** Send resume including 3 references to: Elizabeth McKee, Chair, **Washington County Public Library, Oak Hill & Valley Sts., Abingdon, VA 24210.** Equal-opportunity employer.

**Library director,** Mohave County, Ariz. \$2,333-\$2,750/mo. Starting salary is dependent on qualifications of successful applicant. This countywide library system with its main office in Kingman and branch offices in Lake Havasu City and Bullhead City, serves a population of approximately 88,000 over an area in excess of 13,000 sq. miles and receives its funding from a special taxing district assessment. New facilities for Kingman and Bullhead City branches are in the design/planning stages. The ideal candidate will have a "can do" attitude, experience in facilities planning and grantsmanship, and the ability to develop and implement creative approaches to providing services to outlying rural areas. An MLS from an ALA-accredited institution and significant library administrative experience are required. **Closing date, 5 pm, April 24.** To apply, send detailed professional resume and 5 references to: **Mohave County Personnel, POB 390, Kingman, AZ 86402; 602-753-0736.** AA, EOE.

**Member library consultant** for federated public library system serving 6 counties in west central Minnesota. Primary responsibility is to supervise the provision of system services to 11 member libraries and to assist member library directors with all aspects of public library operations. Also participates in the development of automated services. **REQUIRED:** MLS (ALA preferred); 2 yrs.' public library experience; understanding of rural public library service in a federated context; interpersonal skills, knowledge of library automation. We offer a starting salary of \$22,471 progressing to \$28,444; good benefits, a pleasant community, cooperative colleagues in a supportive work environment,

## Children's Services Chief

We are seeking a dynamic, enthusiastic and creative individual with strong management skills to both head our children's services department and join our administrative team.

This is an exciting opportunity for career advancement and professional growth.



Our Chief plans, coordinates, and implements all children's services in a new 5,095 sq ft area with a staff of nine and a materials budget of \$62,000. As a member of the administrative team, assist in library-wide planning, development, assessment and special projects. Extensive opportunities also exist for expanding and developing services for children.

The library is highly automated: CLSI circ & PAC, OCLC, Dialog, a staff Macintosh network emphasizing desktop publishing and 14 station public use computer lab.

Niles is a growing, service-oriented library (located 20 minutes from Chicago's loop) that recently received an 87% tax increase.

**Qualifications:** ALA-MLS; relevant experience, two year's at the supervisory level; excellent analytic and problem solving skills; ability to handle multiple priorities, express self well orally and in writing, and to relate well to the public and co-workers; computer literacy. **Hiring range: \$26,000—\$32,200.** Reply to: **Duncan J. McKenzie, Administrator, Niles Public Library District, 6960 Oakton Street, Niles, IL 60648.**

and the opportunity for personal and professional growth. **Application deadline: May 15.** For a complete job description or to apply with resume and 3 references, write: David Barton, Director, **Viking Library System, POB 717, Fergus Falls, MN 56537.**

**Multiple openings.** The City of Fort Worth Public Library has multiple openings in the following positions: 1) **Children's (Librarian II).** \$25,830 annually. One position will be located in the Diamond Hill-Jarvis branch, opening July 1. Responsible for planning, developing, and executing children's program in a library branch or unit. Demonstrated abilities in programming and collection development for children. 2 yrs.' professional experience as a children's librarian. 2) **Reference (Librarian I).** \$22,320 annually. Responsible for providing readers' advisory and reference service, primarily to adults; children's services as necessary. Instructs individuals and groups in library usage; develops and maintains adult audiovisual collection; orders materials; examines new materials for content and use. Administers annual materials

## Library Director King County Library System

The King County Library System (KCLS) is seeking to fill the position of library director. KCLS is headquartered in Seattle, Wash., and currently serves 820,000 residents in unincorporated King County and in 21 cities. KCLS is the largest in the state and circulates more materials than any library west of the Mississippi River and north of Los Angeles. With population rapidly expanding in the area, KCLS has projected that their current circulation of 9.2 million items per year will grow to over 17 million items by the year 2000. In response to these projections and the popularity of the systems, a \$67 million bond issue was passed in fall 1988. This bond issue is part of a \$98 million capital program which will finance new library buildings and expansions, books, and other materials.

Under direction from the Board of Trustees, the director will provide executive management, leadership, and control for the administration and operations of the library system. He/she will implement policies and programs approved by the board and apply all the professional and ethical standards of librarianship. The library's resources include 36 community libraries, a staff of 550 employees (340 FTEs), and a \$19 million operating budget.

The library director will be a graduate of an ALA-accredited program in library science and should have a minimum of 10 yrs.' increasingly responsible experience, 5 of which should be in an administrative capacity, preferably with a public library. The ideal candidate will be a strong administrator and visionary with proven leadership skills. Minimum salary is \$70,000.

Applications and nominations must be received by April 15 and should be sent to:

**Terri Miller Campbell**  
Senior Associate  
Korn/Ferry International  
1201 3rd Ave., Suite 2120  
Seattle, WA 98101

King County Library System is an equal-opportunity employer.

budget. No experience required, but preferred. One position in each category will be located in the Diamond Hill-Jarvis branch, opening July 1. Bilingual Spanish/English preference for the DH-J branch positions. **Application deadline: Fri., April 28.** Specify position applied for. Apply to: Anna Romack, City of Fort Worth, Personnel Department, 1000 Throckmorton, Fort Worth, TX 76102; 817-870-7762. EEO employer, M/F/H.

**Reference librarian.** An active city system with 5 outlets is seeking a user-oriented librarian for its main library which serves a multi-ethnic, inner-city community. Duties include reference and readers' advisory functions, database searching, and collection development in specific areas. **REQUIREMENTS:** ALA-MLS, one yr.'s public library experience, database searching experience, knowledge of microcomputers and federal government publications desirable. Equivalent experience and/or education may be substituted. Salary range: \$22,383-\$28,220 in 6 steps. Excellent benefits. **Letter of application and resume by April 28 to: Business Office, Public Libraries of Saginaw, 505 Jones St., Saginaw, MI 48605.** An equal-opportunity, voluntary affirmative-action employer.

**Reference librarian.** Immediate opening. Assist in providing reference/information services to general public and to 15 public libraries in the Pottsville District. Duties include general reference service, interlibrary reference service, online database searching, and related reference activities. **QUALIFICATIONS:** ALA-accredited MLS or Pa. public library professional certification, strong interpersonal and communication skills. Annual salary \$16,000 and good fringe benefits. Send letter of application, resume, and 3 professional references to: Nancy J. Smink, Director, Pottsville Free Public Library, Third and West Market Sts., Pottsville, PA 17901.

**Reference librarian.** The City of Oxnard (population 128,000) is seeking a service-oriented person to provide reference/technical assistance and a range of services to library users and to become part of a team involved in a dynamic building program which will result in a 72,000-sq.-ft. building to open in early 1991. The library is in the process of

automation. Requires ALA-accredited MLS, no experience. Salary: \$1,922-\$2,346 (\$23,064-\$28,152 annually), plus an excellent benefit package including city-paid retirement. **Apply by May 10 to: Personnel & Employee Relations Department, City of Oxnard, 325 S. "A" St., Oxnard, CA 93030; 805-984-4655.**

**Reference/music librarian.** An entry-level position in the arts division of the central library. Reference responsibilities in music, fine and other performing arts, recreational arts, language, and literature. Main selection responsibility for AV classical music materials (records, tapes, CDs). Music programming duties also included. **REQUIREMENTS:** ALA-accredited MLS; Indiana state certification Librarian III. Salary range: \$21,296-\$28,920. Position open until May 1, or until filled. Send resume to: Carolyn Wheeler, Administrative Assistant for Personnel Services, Indianapolis-Marion County Public Library, POB 211, 40 E. St. Clair St., Indianapolis, IN 46206.

**Senior librarian.** Mississippi River community seeks ALA-MLS librarian with 3 yrs.' experience to complete staff. Duties include public service and supervision of technical processing. Minimum salary \$19,500 with excellent health benefits. Apply to: K. M. Weiss, Director, Burlington Public Library, 501 N. Fourth St., Burlington, IA 52601. AA, EOE.

**Technical services librarian.** Responsible for all aspects of fully automated Dynix-OCLC system and for microcomputers used by staff. Supervises cataloging, acquisitions, and processing performed by staff of 4. As part of management team, assists in planning future expansion and development. **REQUIRES:** ALA-MLS, familiarity with OCLC, computer expertise, supervisory experience, excellent analytical skills. Williamsburg Regional Library is a mid-sized library serving an appreciative community of about 50,000. Position open June 1. Minimum salary \$24,830. Send application to: Martha W. Vazquez, Director, Williamsburg Regional Library, 515 Scotland St., Williamsburg, VA 23185. EOE.

**Technical services supervisor (head, technical services).** Management-level position; is responsible for all phases of technical services and automation services program.

Requires a combination of education and experience equivalent to ALA-accredited MLS, a minimum of 3 yrs.' progressively responsible professional technical services experience with at least 2 yrs. in a supervisory capacity, current experience managing an integrated library automated system (including bibliographic utility) and in cataloging print and nonprint materials to AACR2, LCSH, and MARC bibliographic and authority standards. Public library experience is desirable. Salary \$2,525-\$3,069 d.o.q., with excellent benefits. Position available immediately. Applications accepted until position is filled. Apply to: **City of Monterey Public Library, 625 Pacific St., Monterey, CA 93940; 408-646-3932.** AA, EOE.

**3 positions open, Pasco County (Fla.) Library System.** 1) **Library division manager for public services.** \$34,250-\$50,700. Directs public service division of a new growing system undergoing ambitious expansion program. Must possess excellent skills in communication, administrative functions, planning, public services, staff development, team building/interpersonal relationships. Automation and grant experience helpful. ALA-accredited MLS and 5 yrs. of increasing levels of responsibility in a progressive public library environment. 2) & 3) **Librarian II (2 positions).** \$23,206-\$34,356. **Adult services librarian.** Under immediate supervision of branch manager, directs and participates in the information, readers' advisory, and programming services of a large regional branch. Wide latitude for independent judgment and exercise of initiative. Trains and supervises departmental assistants. Develops and monitors department objectives, and participates in development of systemwide public services under the direction of the assistant county librarian. ALA-accredited MLS and a minimum of 3 yrs.' experience, including supervisory, in a progressive public library environment. **Youth services librarian.** Under immediate supervision of branch manager, directs and participates in the activities of the youth services department in a large regional branch, with wide latitude for independent judgment and exercise of initiative. Trains and supervises assistants. Develops and monitors departmental objectives, and participates in systemwide development of public services under the direction of the assistant county librarian. ALA-accredited MLS and minimum of 3 yrs.' experience, including supervisory, in a progressive public library environment. Conformity with the 1986 immigration law will be required. **Send letter of application and resume no later than April 21 to: Pasco County Personnel, 7536 State St., New Port Richey, FL 34654.** EOE.

## SCHOOL LIBRARY

**Administrator.** Phillips Academy, a coeducational boarding school, seeks a proven administrator to manage a busy secondary school library with a staff of 14 and a collection of 100,000 volumes. Candidates should have 5-7 yrs.' administrative experience, familiarity with current library automation systems, and enjoy working with adolescents. The salary range is \$25,000-\$35,000, plus housing and dining hall privileges. Applicants should send resumes to: Kelly Wise, Dean of Faculty, Phillips Academy, Andover, MA 01810.

**Librarians.** Elementary and secondary library positions are anticipated for 1989-90. Beaufort County School District is located on the beautiful sea islands of South Carolina. Excellent working and living conditions. Salary between \$20,000-\$35,000 depending on qualifications & experience. To apply or for information, contact: **Personnel Dept., Beaufort County Schools, P.O. Drawer 309, Beaufort, SC 29901-0309; 803-524-2660.** Equal-opportunity employer.

## SPECIAL LIBRARY

**Chief, manuscripts acquisitions**, Division of Library and Archives, Minnesota Historical Society. **RESPONSIBILITIES:** This position is responsible for organizing and implementing the acquisition of manuscripts for the MHS collections, and for various outreach programs and liaison with other repositories. Works with other curators in the Acquisitions & Curatorial Dept., and with the Minnesota State Historical Records Advisory Board. Position supervises one professional, and has clerical assistance. **QUALIFICATIONS:** Graduate degree in library science, history, or related field preferred. Must have excellent human relations skills to deal with donors, researchers, staff of other institutions, and the public. Extensive experience in appraisal and acquisitions required; some public speaking and automated systems experience preferred. Knowledge of basic processing, storage, and conservation necessary to deal with donors and public. Salary: \$30,000-\$39,000 depending on experience and qualifications. **Send cover letter and resume by June 7 to:** James E. Fogerty, Minnesota Historical Society, 690 Cedar St., St. Paul, MN 55101.

## STATE AGENCY

**Documents librarian**, Virginia State Library & Archives is accepting applications for the position of documents librarian. Virginia State Library has been in existence for 160 yrs. and has a collection totaling over 1.4 million items, including an extensive collection of government documents and over 200,000 microforms. The documents librarian administers the definitive collection of Virginia official state publications, supervising the acquisition and processing of state documents and the production of the *Checklist of Virginia State Publications*, and *Virginia State Publications in Print*. This person administers the state documents depository system of 13 depository libraries, distributing documents and advising on their processing and retention. This person also participates in cataloging documents using OCLC and VTLS databases. The documents librarian also administers a selective federal depository collection established around 1895, consisting of 465,000 documents, supervising the processing and weeding of the collection and assisting reference staff and patrons in their use. Reports and special projects and participation in collection development and preservation activities are also essential to the position. **QUALIFICATIONS:** MLS from an ALA-accredited library school required. Experience with documents and cataloging necessary. Ability to supervise and to organize bibliographic materials essential. Salary: \$21,666-\$25,595. Benefits include 12 days' annual leave, 15 days' sick leave, 11 paid holidays annually; health care, retirement, and life insurance programs. **State employment application required by April 28.** Contact: **Personnel Office, Virginia State Library & Archives, 11th St. at Capitol Sq., Richmond, VA 23219; 804-786-3336.** EEO, AA employer.

**Library Program Advisor II** (readvertised). Provide direct consulting services to local, county, regional, and city library systems concerning all aspects of library development; monitor activities of subgrant projects; make detailed surveys of specific library problems and make recommendations; assist in development of standards and guidelines for establishment, development, and evaluation of public library services. **REQUIRES** ALA-accredited MLS plus at least one yr.'s experience in professional library services. Public library administrative experience preferred. Salary \$17,836-\$19,838 (Grade 19). **Closing date May 15.** Send letter of application, resume, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, **Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.**

**Reference (Librarian III).** Reopened. Provide assistance in use of general and specialized collections to state agency personnel, public librarians, and individuals; provide and interpret online searches; perform research in technical subject areas; provide information to public libraries through Arkansas Reference and Interlibrary Loan Network (ARIN) WATS service; supervise maintenance of general reference collection and the card catalog. **REQUIRES** ALA-accredited MLS plus at least

one yr.'s professional library experience. Should have experience in use of Dialog, BRS, and WilsonLine online databases, and federal documents. Experience with patents desirable. Good communications skills are essential. Grade 18: \$16,718-\$18,616. **Closing date: May 15.** Send letter of application, resume, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, **Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.**

## Coordinating Board for Higher Education

### Assistant Commissioner for Libraries and Assistant State Librarian

This senior staff position for the Coordinating Board has major responsibility as the Missouri State Library supervises, plans, monitors, organizes, and oversees library resource-sharing efforts statewide by consultants and agency staff.

**RESPONSIBILITIES:** Member of the Coordinating Board's management team for libraries; supervises consultant services and legislative activities statewide; participates in fiscal and library services planning; ensures that the board's public policy goals are carried out in an equitable and cost-effective manner; analyzes library needs statewide; assists with personnel matters, purchasing, and other operational activities; and coordinates publications and technology uses in-house and statewide.

Salary range \$40,000-\$52,000, beginning in lower quartile.

**QUALIFICATIONS:** Master's degree from an ALA-accredited library school; minimum of 5 yrs. progressively responsible supervisory and administrative experience; at least 3 yrs. as state library consultant or in executive management in a public library. Knowledge of academic library service. Experience in legislative and governmental practices, working with boards, automated systems for libraries; decision making; and the ability to work with a team.

**APPLICATION:** Submit letter of application and resume of education and experience, and names, addresses, and telephone numbers of 3 references by May 1 to be assured of consideration to: **Robert W. Jacob, Assistant Commissioner, Coordinating Board for Higher Education, 101 Adams St., Jefferson City, MO 65101.**

An equal-opportunity employer

## Librarian Assistant Chief

The Port Authority of New York and New Jersey is seeking a knowledgeable, creative, and energetic individual to provide leadership to its cataloging services section. The Port Authority has a large, modern library in the World Trade Center, which serves approximately 8,000 staff, including 2,000 professionals in varied disciplines such as transportation, engineering, international trade, public administration, police science, and general business/management. The Port Authority Library has implemented the NOTIS integrated online system, including the cataloging and authorities modules, circulation, online public access catalog, and keyword Boolean features (through release 4.5).

The position of assistant chief librarian/cataloging services reports to the chief librarian and supervises a staff of 2 professionals and one paraprofessional. It is responsible for the management of all cataloging activities, including developing policies and procedures, maintaining quality control, and solving complex cataloging problems. The individual will perform original cataloging and authority work; also will participate in special projects and coordinate the section's cataloging activities with the other sections of the library. The position has responsibility for the day-to-day management of NOTIS as well as planning for the ongoing implementation of future NOTIS enhancements.

**REQUIREMENTS:** MLS degree from an ALA-accredited library school; strong cataloging skills including a demonstrated ability to do original cataloging of unique materials; a minimum of 3 yrs. full-time cataloging experience with OCLC; extensive knowledge of AACR2, MARC format, Dewey classification; a minimum of 2 yrs. supervisory experience; substantial experience with automated library systems, with NOTIS experience highly desirable; aptitude for precision work and independent problem solving and the ability to work effectively in a rapidly changing environment; excellent communication skills.

Salary ranges to \$45,500.

The Port Authority offers an outstanding benefits plan that includes life, health, dental insurance, and tuition reimbursement programs. To join us, please send your resume and salary requirements to:

**The Port Authority of New York & New Jersey  
Personnel Dept. 44N, Box CL-22T  
One World Trade Center  
New York, NY 10048**

*The Port Authority of N.Y. & N.J.*

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# CONSUMER CLASSIES

## FOR SALE

**CARD CATALOG FOR SALE**. 120-tray, Buckstaff #6832-512, English Oak Suede, Cyclocac trays with wood front. 1981 bid price \$6,026. Still like new. Sealed bids accepted until May 1 at: Chickasaw Library System, 601 Railway Express, Ardmore, OK 73401; 405-223-3164.

**ATTENTION: CHILDREN'S LIBRARIANS**. 27 Magical story hours incorporating irresistible elementary science experiments. *STORY-TIME SCIENCE* by trend-setting author Virginia Baeckler. Send \$10 to Sources, Dept. C-104, 26 Hart Ave., Hopewell, NJ 08525.

**INSTANT LIBRARY**: 35,000 new books 40-70% off list price. Comprehensive collections of new scientific, technical, medical, and scholarly subjects. Art, behav. sci., business, computers, chemistry, education, history, medicine, natural science, physics, political sci., psychology, urban studies, zoology, and more. All titles new (1983-88) and current. No secondhand or remainders. Partial catalogs available. Travel expenses paid to Washington, D.C., for librarians purchasing \$10,000 or more from existing stock. For details, contact: Professional Books, P.O. Box 298, Alexandria, VA 22314.

## WANTED

**THEOLOGICAL BOOKS AND PERIODICALS** for seminary library. Jim Stitzinger, 23800 Via Irana, Valencia, CA 91355; 818-909-5625 or 805-259-2011.

**PURCHASING**. Geology, Hydrology, Paleontology. Singles or complete sections. Albert G. Clegg, Bookseller, POB 306, Eaton Rapids, MI 48827; 517-663-8428.

## BARTER

**LIBRARIANS' PROFESSIONAL ORGANIZATIONS/UNIONS INTERESTED IN EXCHANGING NEWSLETTERS WITH OURS**: Please send recent issue(s) to: Rebecca Locke-Gagnon, Association of Public Library Employees (APLE), 505 Pine, Perrysburgh, OH 43551.

## OUT-OF-PRINT BOOKS

**EXCLUSIVE WANT LISTS** get prompt attention, free search, reasonable prices from International Bookfinders, Inc., Box 1-ALA, Pacific Palisades, CA 90272.

## PERIODICALS & SERIALS

**BACK VOLUME PERIODICALS**, bought & sold. Comprehensive library service. Alfred Jaeger Inc., Dept. HP, 66 Austin Blvd., Com-mack, NY 11725.

**WANTED TO BUY—SERIALS, COLLECTIONS, U.S. SERIAL SET VOLUMES, TECHNICAL & SCIENTIFIC MATERIALS AND RELATED VOLUMES**. Please send your deaccession list for our best offer. Art Source International, 1655 Walnut St., #100, Boulder, CO 80302; 303-444-4080.

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**PERIODICALS AND BOOK COLLECTIONS**. Bought and sold. Please submit your list of duplicates of sets, runs, and volumes in all subjects and languages. Want lists invited. Walter J. Johnson, Inc., 355 Chestnut St., Norwood, NJ 07648; 201-767-1303.

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**KRAUS REPRINT AND PERIODICALS**, Route 100, Millwood, NY 10546. Journals, books, and monographs in original edition, reprint, and microform. All subjects bought and sold. Want lists invited.

**PERIODICALS, BOOK COLLECTIONS, AND SERIALS** bought and sold. Frank R. Snyder, 8 Palmer Ave., Croton-on-Hudson, NY 10520.

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**AN IMPORTANT BLACK BOOK: THE BLACK RESOURCE GUIDE**. New 1988-89 edition (cloth). A National Black Directory that gives you immediate access to key blacks in the U.S. Features over 3,000 nationally known public figures and organizations. To order, send \$40 to: *Black Resource Guide*, 501 Oneida Pl. N.W., Washington, DC 20011; 202-291-4373.

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**PEOPLE COUNTERS**. Library director designed and markets accurate electronic device that will count the people that enter your library with invisible beam, usable anywhere, portably or permanently. \$229, includes shipping. Full warranty for one year. Over 500 sold in U.S. and Canada. Laser Counters, 1420 W. Walnut, Blytheville, AR 72315. For free information, 800-441-BOOK.

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**HALLETT MOVERS: THE ONLY MOVER YOU NEED TO KNOW**. Come see us at ALA Annual Conference in Dallas, Tex., to discuss your moving needs, or contact us at: 7535 W. 59th St., Summit, IL 60501; 800-645-MOVE (6683).

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# DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Debbie McDade, ed.

## April

**17: Technology, Humanism & Professional Identity: Lnshp. in the Info. Age conf.**, IBM Gallery of Science & Art, New York, N.Y. Spons., LA of the City Univ. of New York (LACUNY). Info.: B. Foster, Hunter College Lib., 695 Park Ave., 10021 (212-772-4141).

**18: Ethics of Info. in Science & Technology forum.** Carnegie Museum of Art Theater, Pittsburgh, Pa. Spons., U. Pittsburgh/SLIS. Info.: C. Loether, SLIS, U. Pittsburgh, 505 LIS Bldg., 15260 (412-624-5230).

**20-22: Iowa Ed'l. Media Assn.; Iowa Assn. for Supervision & Curriculum Development** jt. annual conf., Hotel Fort Des Moines. Theme, "Teaming for Tomorrow." Info.: S. Schrader, Heartland Area Education Agency, 6500 Corporate Dr., Johnston 50131.

**21: Picture Your Lib.: How to Take Pictures & Use Them** prog., Mount Prospect (Ill.) Pub. Lib. Spons., Lib. Admin. Conf. of Northern Ill./Outreach Services Section. Info.: A. Soderstrum, Hinsdale Pub. Lib., 20 E. Maple St., Hinsdale 60521 (312-986-1976).

**21-26: Adv. Management Skills Institute**, Lobstick Lodge, Jasper, Alta. Spons., Assn. of Research Libs./Office of Management Services. Fee, \$425 ARL mem.; \$470 nonmem. *Enrollment limited.* Info.: S. Jurow or M. Seales, OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

**23: Annual May Hill Arbuthnot Lecture**, U. of Pittsburgh, Pa. Spons., ALA/Assn. for Lib. Service to Children. Theme, "A Temporary Villain: Dangers & Pleasures in Imaginative Life." Margaret Mahy, New Zealand children's author, to speak. Info.: M. Kimmel, 640 Lib. & Info. Science Bldg., U. of Pittsburgh, Pittsburgh, PA 15260 (412-624-5230).

**24: Disaster Preparedness Planning** wkshp., Colgate U., Hamilton, N.Y. Spons., Central N.Y. Lib. Resources Council (CENTRO). Fee, \$15. Info.: M. Miller, CENTRO, 763 Butternut, Syracuse 13208 (315-478-6080).

**24-26: Fire, Safety, & Health Programs for Museums & Other Cultural Institutions** wkshp., Washington, D.C. Spons., Smithsonian Institution. Info.: Office of Museum Programs, Smithsonian Institution, Arts & Industries Bldg., Room 2235, 20560.

**26-28: 1st Florida Biennial Conf. on Lib. Services for Persons w/Handicaps**, Holiday Inn-Surfside, Daytona Beach. Cospons., Fla. Dept. of State/Div. of Lib. & Info. Services; Fla. Dept. of Ed./Div. of Blind Services/Bureau of Lib. Services for the Blind & Physically Handicapped. *Enrollment limited.* Info.: M. Gunde, Asst. Lib. Director, Bureau of Lib. Services for the Blind & Physically Handicapped, POB 2299, 32015 (904-254-3824, x139).

**27-28: ALA/Assn. of College & Research Libs./New England Chapter spring conf.**, Dartmouth College, Hanover, N.H. Theme, "Bldg. Good Working Relationships." Fee, \$35 ACRL/NEC mem.; \$40 nonmem. *Regis. deadline, April 17.* Info.: C. Magenau, Dartmouth College Lib., 03755 (603-646-3315).

**28: Annual Betty Burrows seminar**, Holiday Inn, Cleveland, Ohio. Spons., Special LA/Cleveland Chap. Theme, "Marketing the Lib. through Your Most Important Asset: Yourself." Fee, \$50 SLA mem.; \$60 nonmem. Info.: D. Wolf, 4550 Wood St., Willoughby 44094 (216-446-4664).

**28: Competitor Intelligence & the Corporate Ln. wkshp.**, Washington, D.C. Spons., Special LA. Info.: Professional Development Section, SLA, 1700 Eighteenth St. N.W., Washington, DC 20009 (202-234-4700).

**28: Wisconsin Assn. of Public Lns./Children's & YA Services Section conf.**, Mead Inn, Wisconsin Rapids. Theme, "Cool, Nasty, or

DATEBOOK continued on next page.

## ADVERTISEMENTS

### Doctoral Fellowship The School of Library Service Columbia University

The School of Library Service, Columbia University, is offering a full tuition scholarship and a fellowship of \$7,400 for study at the doctoral level to a qualified applicant who is interested in research and/or preparation for leadership in government (multilevel) libraries.

Fellowship funding is provided through HEA Title II-B Library Career Training Program, U.S. Department of Education.

**Deadline for applications is June 15.** For further information and application:

Carol L. Learmont  
516 Butler Library  
Columbia University  
New York, NY 10027  
212-854-1707

### Learn Library Preservation Techniques at Johns Hopkins University from the staff of Eisenhower Library's Preservation Department

2 Workshops Offered • July 10-14 & July 24-28

Funded by the Andrew W. Mellon Foundation, the 5-day, hands-on workshops teach library preservation staff a series of sound, simple, and economical techniques for preserving entire collections through the treatment of individual books and flat works on paper.

Workshop topics will also include: supplies and suppliers; treatment priorities; disaster preparedness; commercial library binding; surveys and surveying; and staff and user education. In addition, participants will take a one-day field trip to preservation facilities in Washington, D.C., and Baltimore, Md.

**NO REGISTRATION FEE.\* JUNE 1st APPLICATION DEADLINE FOR EITHER WORKSHOP.** HOWEVER, each workshop session is limited to 15 people.

For more information, contact: **Workshops, Preservation Department, Milton S. Eisenhower Library, Johns Hopkins University, Baltimore, MD 21218.**

\*Single-room accommodations & meals: \$31.50/day.

## ADVERTISEMENTS

### RATES FOR ADVERTISEMENTS

**Nonprofit organizations: Line-by-line** format, \$6/line; ALA organizational members, \$4.50/line. **Display format**, \$60/column inch; \$45/column inch to nonprofit ALA organizational members.

**For-profit organizations: Line-by-line** format, \$10/line; **display** format, \$100/column inch.

Totally Gross: Is Teen a 4-Letter Word in Your Lib.?" Fee, \$20. Info.: K. Krueger, Janesville Pub. Lib., 316 S. Main St., 53445 (608-755-2800).

**30-May 2:** New York LA/School Lib. Media Section (SLMS): Northern Adirondack LA conf., The Sagamore, Bolton Landing. Theme, "Partnerships for Power." Info.: G. Rowe, Rte. 1 Box 64, Plattsburgh 12901.

## May

**1-2:** *Grants Development* prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$150. Info.: J. Pearlmutter, Program Coord., CE Services, SLIS, UW-Madison, 600 N. Park St., 53706 (608-262-6398).

**4:** *Leadership Skills for the Corporate Lib. Manager* prog., San Francisco, Calif. Spons., Special LA. Info.: See April 28.

**4-6:** Oklahoma LA annual conf., Oklahoma City. Info.: K. Boides, Exec. Secy., OLA, 30 Hardy Dr., Edmond 73013 (405-348-0506).

**5:** *Annual Zena Sutherland Lecture*, Chicago (Ill.) Pub. Lib. Cultural Center, 78 E. Washington St. Spons., U. Chicago/GLS. David Macaulay to speak. Fee, \$5. Info.: Sutherland Lecture, GLS, U. Chicago, 1100 E. 57th St., 60637 (312-702-8272).

**5:** *Managing Ref. Services in a Time of Transition* prog., Nat'l. Wildlife Federation Conf. Ctr., Washington, D.C. Spons., CAPCON Lib. Network. Fee, \$90 CAPCON mem.; \$115 nonmem. *Regis. deadline April 19. Enrollment limited to 35.* Info.: CAPCON Lib. Network, 1717 Massachusetts Ave., Suite 101, 20036 (202-745-7722).

**5:** *Microcomputers in Libs.* wkshp., Quality Inn, Liverpool, N.Y. Spons., Central N.Y. Lib. Resources Council (CENTRO). Info.: See April 24.

**5-7:** *Latin American Book Fair*, New York, N.Y. Spons., City College of New York (CCNY). Info.: Latin American Book Fair, Div. of Humanities NAC 6293, CCNY, 10031 (212-690-8172).

**7-9:** *Lns. & Int'l. Development* nat'l. conf., Ind. U. at Bloomington. Info.: L. Griffin, Dir. of Lib. Services, Ind. U.-Purdue U. at Fort Wayne, 2101 Coliseum Blvd. E., Fort Wayne 46805 (219-481-6514).

**8-9:** Massachusetts LA annual conf., Sturbridge. Info.: P. Bozoian, Exec. Secy., MLA, POB 421, Wakefield 01880 (617-438-0779).

**9-11:** *Nat'l. Online* conf., Sheraton Centre Hotel, New York, N.Y. Spons., Learned Info., Inc. Info.: Learned Info., Inc., 143 Old Marlton Pike, Medford, NJ 08055 (609-654-6266).

**9-12:** Assn. of Research Libs. annual mtg., Providence, R.I. Info.: See April 21-26.

**9-13:** Florida LA annual conf., Omni Jacksonville Hotel & Civic Auditorium. Info.: M. Stealey, Exec. Secy., FLA, 1133 W. Morse Blvd., Suite 201, Winter Park 32789 (407-647-8839).

**10:** *Editing & Producing A Newsletter* prog., Martinsville, Va. Spons., S.W. Va. Health Info. Lns. Fee, \$100. 8 Med. LA contact hrs. available. Info.: A. Sasser, Medical Lib., Mem'l. Hospital, 142 S. Main St., Danville 24541 (804-799-4418).

**10-11:** *Nat'l. Conf. on Integrated Online Lib. Systems*, Sheraton Centre Hotel, New York, N.Y. Spons., Learned Info., Inc. Theme, "Mainframes, Minis, & Micros: Maximizing Resources." Info.: See May 9-11.

**10-13:** Indiana LA; Indiana Lib. Trustees Assn. annual conf., Fort Wayne. Theme, "Good Libs, Good Business." Info.: S. Laughlin, Exec. Dir., ILA, 310 Alabama,

## COMING UP

### ACRL National Conference

Cincinnati, OH April 5-8, 1989  
Phoenix, AZ April 1-4, 1992

**National Lib. Week** April 9-15, 1989

**Executive Board** April 26-27, 1989

### ALA Annual Conference

Dallas, TX June 24-29, 1989  
Chicago, IL June 23-28, 1990

### IFLA Annual Conference

Aug. 19-25, 1989 Paris, France  
Aug. 18-24, 1990 Stockholm, Sweden

### AASL National Conference

Salt Lake City, UT Oct. 19-22, 1989

### ALA Midwinter Meeting

Chicago, IL Jan. 6-11, 1990

### PLA National Conference

San Diego, CA March 20-23, 1991

**National Lib. Week** April 22-28, 1990

Suite A100, Indianapolis 46204 (317-636-6059).

**11:** Children's Reading Round Table of Chicago mtg., Palmer House, Chicago, Ill. Dinner honoring Midwest authors & illustrators. Info.: S. Siegel, 3500 N. Lake Shore Dr., 60657.

**11-12:** Maryland LA annual conf., Hunt Valley. Info.: R. Greenfield, Exec. Secy., MLA, 115 W. Franklin St., Baltimore 21201 (301-685-5760).

**12:** *Binding & Collection Maint.* prog., United Engineering Ctr., 345 E. 47th St., New York, N.Y. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO). Fee, \$40 METRO mem.; \$80 nonmem. *Enrollment limited to 30.* Info.: METRO, 57 Willoughby St., Brooklyn 11201 (718-852-8700).

**12:** *Getting to Know You: Serving Your Ethnically Diverse Community* prog., Sulzer Reg'l. Lib., Chicago, Ill. Spons., Lib. Admin. Conf. of Northern Ill./Ref. & Adult Services Section. Info.: A. Hansen, Ref. & Adult Services Div., ALA, 50 E. Huron St., 60611 (312-944-6780 x316).

**12-13:** *(Augusta) Baker's Dozen* prog., Columbia, S.C. Cospons., Richland County Pub. Lib.; U. S.C./CLIS. Info.: G. Sykes, Asst. to the Dean, CLIS, U. S.C., 29208 (803-777-3858).

**12-13:** Hawaii LA/Inter-Lib. Coop. Council spring conf., Hilton Hawaiian Village, Honolulu. Theme, "Coming of Age: Info. Resources in the 21st Century." Info.: C. Yen, RESS, Hawaii State Pub. Lib. System, 465 S. King St., Rm. B-1, 96813 (808-548-5585).

**12-13:** *Storytelling: A Key to Oral Traditions* conf., GSLIS, U. Wash., Seattle. Spons., U. Wash./GSLIS. Fee, \$70. Info.: J. Nyman-Schaaf, GSLIS, U. Wash., FM-30, 98195 (206-543-1794).

**12-14:** Int'l. Children's Lit. Assn. conf., Mankato (Minn.) State U. Theme, "Where Rivers Meet: Confluence & Currents." Info.: L. Smith, Dept. of English, Mankato State U., 56001 (507-389-2117).

## ADVERTISEMENT

*\$7,400 fellowship plus full tuition scholarship*

**The School of Library and Information Science at Indiana University**  
*is seeking applications from students who desire academic fellowships for the purpose of completing the Doctorate of Philosophy degree*

Scholarships will be awarded to students who have exceptional academic credentials, and who demonstrate interest and expertise in one of the following areas of research and/or practice:

- Information Services to Youth with Handicaps
- Implementation and Evaluation of Information Networks
- Innovations in Information Use by Youth in School or Public Library Settings

**Applicants should seek additional information concerning admission requirements as soon as possible. Applications should be completed for committee review by July 1.** Admission for the program may be either fall 1989 or spring 1990. Applicants should hold the MLS from an ALA-accredited program and have a graduate 3.5 GPA. GRE scores will be required. Indiana University supports one of the highest-ranking and largest PhD programs in library and information science in the nation. Fellowship funding is provided through HEA II-B Library Career Training Program, U.S. Department of Education.

Contact:

**Daniel Callison**  
**Coordinator of the Doctoral Program**  
**SLIS 011**  
**Indiana University**  
**Bloomington, IN 47405**  
**812-855-2018**

**14-16:** Maine LA annual conf., Orono. Info.: C. Callahan, Exec. Secy., MLA, c/o Maine Municipal Assn., Community Dr., Augusta 04330 (207-623-8429).

**14-17:** *Int'l. Technical Communications* conf., Chicago, Ill. Spons., Society for Technical Communication. Focuses on ed., training, & prof. development; management; & research & technology. Info.: Society for Technical Communications, 815 15th St. N.W., Washington, DC 20005.

**15-16:** Youth Services conf., Capitol Plaza Hotel, Jefferson City, Mo. Spons., Mo. State Lib. Theme, "Illustrations in Picture Books & YA Novels." Info.: P. Behler, Assoc., Youth Lib. Services, c/o Mo. State Lib., 2002 Missouri Blvd., 65109 (314-751-2679).

**15-17:** AMIGOS Bibliographical Council annual users mtg., Dallas, Tex. Info.: AMIGOS, 11300 N. Central Expressway, Suite 321, 75243 (214-750-6130).

**15-17:** *Int'l. Council on Archives Symposium on Current Records*, Ottawa, Ont. Spons., Nat'l. Archives of Canada. Theme, "Converging Disciplines in the Management of Current Records." Info.: W. Gomes, Symposium Coord., Gov't. Records Branch, Nat'l. Archives of Canada, Ottawa, Ont. K1A 0N3, Canada (819-953-5711; Telex: 053-3367).

**15-17:** Info. Industry Assn. spring conf., San Diego (Calif.) Marriott. Theme, "Creating the Info. Infrastructure: New Options for IPs." Info.: IIA, 555 New Jersey Ave., Suite 800, Washington, DC 20001 (202-639-8262).

**15-17:** *Optical Info. Systems Int'l. '89* conf., Novotel, London, U.K. Cospons., Meckler Corp.; Nat'l. Ctr. for Info. Media & Technology (Cimtech). Fee, \$325. Info.: A. Taylor, Meckler Corp., Grosvenor Gardens House, Grosvenor Gardens, London SW1W 0BS, U.K. (01-931-9985; Fax: 01-931-8908).

**15-19:** *Lib. Management* wkshp., U. Wyoming, Laramie. Spons., Wyoming State Lib.; U. Wyo.; U. Ariz. 3 CEUs available. Info.: CE Office, Wyo. State Lib., Supreme Court & Lib. Bldg., Cheyenne 82002 (307-777-7281).

**16-19:** *Basic Lib. Management Skills Inst.*, Minneapolis, Minn. Spons., Assn. of Research Libs./Office of Management Svcs. Fee, \$375. *Enrollment limited*. Info.: See April 21-26.

**17:** Long Island LA annual conf., Huntington (N.Y.) Town House. Info.: P. Callahan, Jericho Pub. Lib., 1 Merry Lane, Jericho 11753 (516-935-6790).

**17-19:** Museum Wkshp. prog., Metropolitan Museum of Art, New York, N.Y. Theme, "Preservation & Exhibition of Books & Mss." Spons., Metropolitan Museum of Art. Info.: S. Paul, Public Programs, Metropolitan Museum of Art, Fifth Ave. at 82nd St., 10028 (212-879-5500, x3645).

**17-21:** *Nat'l. Ed'l. Film & Video Festival (NEVFV) Producers' Marketplace* seminar, Oakland, Calif. Showcases nontheatrical releases available for acquisition. Info.: NEVFV, 314 E. 10th St., 94606 (415-465-6885).



### Women freedom fighters celebrated

Shown above is the symbol of the first women's political group in the U.S., the Anti-Slavery Conventions of American Women. Through June 1, artifacts of that movement are on exhibit at the Library Company of Philadelphia.

Among the items displayed in "Turning the World Upside Down" are writings of prominent women abolitionists and free-labor goods sold by activists at fundraising events. Phillip Lapsansky is exhibit curator.

April 15 the Library Company hosts a related symposium, focusing on the role of women, free speech, and urban violence. Advanced registration is required c/o Gayle L. Petty, Library Company of Philadelphia, 1314 Locust St., Philadelphia, PA 19107 (215-546-3181).

**19:** New York LA/Youth Services Section spring conf., Holiday Inn Airport/Rochester. Theme, "Kaleidoscope—Variations of Youth Services." Fee, \$45 NYLA/YSS mem. & students; \$50 nonmem. Info.: D. Mancuso, 23 Valley View Dr., Brockport 14220.

**19-20:** Amer. Society of Indexers (ASI) annual mtg., San Francisco (Calif.) Marriott at Fisherman's Wharf. Theme, "Indexing in the '90s." Fee, \$65 ASI mem.; \$95 nonmem. Info.: N. Mulvany, V.P., ASI, 265 Arlington Ave., Kensington, CA 94707 (415-524-4195).

**19-21:** *Abilities EXPO '89* conf., Los Angeles (Calif.) Conv. Ctr. Also June 2-4 in St. Louis, Mo. Spons., RCW Productions. Features products & services for the disabled, seniors, professionals, educators, & dealers. Fee, \$3. Info.: RCW Productions, Inc., 1106 2nd St., Suite 118, Encinitas 92024 (619-944-1122).

**19-25:** Medical LA annual mtg., Marriott Hotel Copley Place, Boston, Mass. Info.: MLA, 6 N. Michigan Ave., Suite 300, Chicago, IL 60602 (312-419-9094).

**20-24:** *Earthquake Engineering* nat'l. conf., Palm Springs, Calif. Spons., Earthquake Engineering Research Institute. Info.: Dept. of Civil Engineering CV01, U. Calif./Irvine, 92717.

**21-24:** Amer. Society for Info. Science mid-year mtg., Town & Country Hotel, San Diego, Calif. Theme, "The User Interface." Info.: ASIS, 1424 16th St. N.W., Washington, DC 20036 (202-462-1000).

**22-24:** *Int'l. Preservation Symposium*, Lib. Congress, Washington, D.C. Cospons., IFLA; Council on Lib. Resources. Theme, "Managing the Preservation of Serial Lit.: An Int'l. Symposium." Fee, \$150. Info.: IFLA Serials Preservation Symposium, IFLA Core Prog. on Preservation & Conservation, c/o LC, Room LM-G07, 20540 (202-707-2905).

**23:** *Preservation Considerations in the Design of Lib., Archives, & Record Management Facilities: The Storage Environment* seminar, Conn. Historical Society, Hartford. Spons., N.E. Doc't. Conservation Ctr. (NEDCC). *Enrollment limited*. Info.: G. Tracy, NEDCC, 24 School St., Andover, MA 01810 (508-470-1010).

**23-June 15:** *Hebraica & Judaica Cataloging* wkshp., YIVO Institute for Jewish Research, New York, N.Y. Spons., YIVO Institute for Jewish Research. Fee, \$300. 3 CEUs available. Info.: P. Brumberg, Asst. to the Dean, YIVO Institute for Jewish Research, 1048 5th Ave., New York, NY 10028 (212-535-6700).

**25-26:** Vermont LA annual conf., Green Mountain College, Poultney. Theme, "Making Connections." Info.: P. Kehoe, Chair, St. Albans Free Lib., Maiden Lane, St. Albans 05478 (802-527-0585).

**26-28:** *Int'l. Institute for Conservation-Canadian Grp. (IIC-CG)* annual conf., Mem'l. U., St. John's, N.F. Info.: J. Stewart, Prog. Chair, IIC-CG Conf. 1989, Box 9195, Ottawa, Ont. K1G 3T9, Canada (613-993-2125).

**26-July 19:** *Int'l. Grad. Summer School*, Col. of Lnshp. Wales, Aberystwyth. Spons., Col. of Lnshp. Wales in conj. w/U. Pittsburgh/SLIS. Fee, £1,800. *Adv. regis. req'd*. Info.: IGSS '89, Col. of Lnshp. Wales, Llanbadarn Fawr, Aberystwyth SY23 3AS, U.K. (Telex: 35391 CLW G).

**27-June 1:** Seminar on the Acq. of Latin American Lib. Mat'ls., Omni Hotel, Charlottesville, Va. Spons., U. of Va. Lib. Theme, "Artistic Representative of Latin American Diversity: Sources & Collections." Info.: B. Robinson, Pres., SALALM, Boeckmann Ctr. for Iberian & Latin American Studies, Doheny Library, U. of Southern Calif., Los Angeles, CA 90089-0182 (213-743-7163).

### June

**3-6:** North American Serials Interest Group (NASIG) annual conf., Scripps College, Claremont, Calif. *Regis. deadline, May 1*. Info.: T. Malinowski, Calif. State U./Fullerton, POB 4150, 800 N. State College Blvd., Fullerton 92634 (714-773-2038).

**5-8:** Assn. for Info. & Image Management (AIIM) annual conf., San Francisco, Calif. Theme, "Discover the Power of Imaging." Info.: B. Garrett, Senior Mgr., AIIM, Suite 1100, Silver Spring, MD 20910 (301-587-8202).

**9:** Jordan-Miller Storytelling prog., Portsmouth, N.H. Info.: P. Cass, East Longmeadow Pub. Lib., 60 Center Sq., East Longmeadow, MA 01028 (413-525-7813).

**10-15:** Special LA annual conf., New York, N.Y. Theme, "User & Info. Dynamics: Managing Change." Fee, \$145 SLA mem.; \$175 nonmem. Info.: See April 28.

**DATEBOOK continued on next page.**

**12-14:** *Annual Nat'l. Bookmobile conf.*, Hyatt Regency Ohio Ctr., Columbus. Spons., State Lib. of Ohio. Fee, \$80. Info.: J. Philip or L. Pritchard, State Lib. of Ohio, 65 S. Front St., Columbus, OH 43266-0334 (614-644-7061).

**13-16:** *Amer. Assn. of Law Libs. (AALL) summer institute*, Sacramento, Calif. Theme, "The Teaching of Legal Research in Law Firm & Acad. Environments." Info.: M. Brown, AALL, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604 (312-939-4764; Fax: 312-431-1097).

**14-17:** *Space Planning within Existing Facilities* prog., Granlibakken Resort, Lake Tahoe, Calif. Spons., Amer. Assn. of Law Libs. Info.: see June 13-16.

**18-21:** *Amer. Assn. of Law Libs. annual conf.*, Bally's Hotel, Reno, Nev. Theme, "Values & Resources." Info.: See June 13-16.

**21-22:** *Catalan Wkshp. on Documentation & EXPODOC '89*, Congress Hall, Barcelona, Spain. Spons., Official Assn. of Lns. & Info. Scientists of Catalonia. Info.: C. Janer, Pres., Col.legi Oficial de Bibliotecaris-Documentalistes de Catalunya, Gran Via de les Corts Catalanes, 600 1r. 2a. 08007, Barcelona, Spain (93-317-25-99; Fax: 93-425-04-06).

**25-28:** *Int'l. Conf. on Research & Development in Info. Retrieval* mtg., Cambridge, Mass. Spons., Assn. for Computing Machinery SIGIR. Info.: N. J. Belkin, School of Communication, Info., & Lib. Studies, Rutgers U., 4 Huntington St., New Brunswick, NJ 08903.

**30-July 9:** *Lns.' Visit To Northern Ireland Tour*. Spons., British Council/Ulster Historical Foundation. Fee, \$400 (includes accommodations, local transportation, & most meals). Air fare not included. *Enrollment limited*. Info.: C. McGill, Northern Ireland Cultural Ex-

changes Officer, British Council, British Embassy, 3100 Massachusetts Ave. N.W., Washington, DC 20008 (202-898-4277).

## July

**16-29:** *Stanford Prof. Publishing Course*, Stanford (Calif.) U. Spons., Stanford U./Stanford Alumni Assn. Fee, \$1,810 SAA mem.; \$1,850 nonmem. *Regis. deadline April 28*. Info.: J. O'Brien, Mgr., Stanford Prof. Publishing Course, SAA, Bowman House, 94305-4005 (415-725-1083 or 1081; Fax: 415-723-8597; Telex: 4931146 SAA UI).

**22-26:** *Int'l. Assn. of School Lns. annual conf.*, Kuala Lumpur, Malaysia. Theme, "The School Lib.: Ctr. for Lifelong Learning." Info.: J. Lowrie, IASL Secretariat, POB 1486, Kalamazoo, MI 49005 or W. Song, IASL Conf. '89, Jakatan Pelajaran, Wilayah Persekutuan, Jalan Raja Muda, 50300 Kuala Lumpur, Malaysia.

## Division Preconferences at ALA Dallas

For information on the following meetings, contact the individual divisions at: **ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).**

**22:** *Appointments w/Destiny—Choosing Furniture for Libs.* preconf., Plaza of the Americas Hotel, Dallas. Spons., Lib. Admin. & Management Assn. (LAMA)/Bldgs. & Equip't. Section/Architecture for Pub. Libs. Committee. Fee, \$115 LAMA mem.; \$150 ALA mem.; \$205 nonmem. *Regis. deadline, June 2*. Info.: Cheryl Bernero, LAMA Program Officer.

**22:** *Five Ways to Accomplish Retrospective Conversion: From Shelflist to Online Catalog Whether You're Traveling First Class or Steerage* preconf., Dallas Conv. Ctr. Spons., Amer. Assn. of School Lns. (AASL). Fee, \$75 AASL mem.; \$100 ALA mem.; \$125 nonmem. *Regis. deadline, May 26. Enrollment limited to 250*. Info.: AASL.

**22:** *The School Lib. Media Specialist as Instructional Consultant* preconf., Dallas Conv. Ctr. Spons., AASL. Fee, \$75 AASL mem.; \$100 ALA mem.; \$125 nonmem. *Regis. deadline, May 26. Enrollment limited to 125*. Info.: AASL.

**22-23:** *Adv. Fundraising* preconf., Plaza of the Americas Hotel, Dallas. Spons., LAMA/Financial Development Section. Fee, \$110 LAMA mem.; \$145 ALA mem.; \$200 nonmem. *Regis. deadline, June 2*. Info.: Cheryl Bernero, LAMA Program Officer.

**22-23:** *The Bottom Line in Financial Management* preconf., Plaza of the Americas Hotel, Dallas. Spons., LAMA/Lib. Organization & Management Section. Fee, \$140 LAMA mem.; \$175 ALA mem.; \$230 nonmem. *Regis. deadline, June 2*. Info.: Cheryl Bernero, LAMA Program Officer.

**22-23:** *Branch Libs.: Responding to Community Needs* preconf., Fairmont Hotel, Dallas. Spons., Public LA (PLA). Fee, \$150 PLA mem.; \$160 ALA mem.; \$180 nonmem. *Regis. deadline, May 26. Enrollment limited*. Info.: Helen Lenart, PLA.

**22-23:** *Empowering Adults in Transition: The Role of Ed. & Info. Ctrs. in Pub. Libs.* preconf., Fairmont Hotel, Dallas. Spons., PLA. Fee, \$35 PLA mem.; \$40 ALA mem.; \$50 nonmem. *Regis. deadline, May 26. Enrollment limited*. Info.: Helen Lenart, PLA.

**22-23:** *Freeze Frame: An Examination of Technical Services Problems w/Videos* preconf., Loews Anatole Hotel, Dallas. Spons., Resources & Technical Services Div. (RTSD). Fee, \$55 RTSD mem.; \$75 ALA mem.; \$95 nonmem. *Regis. deadline, May 22. Enrollment limited to 150*. Info.: JoAnn King, RTSD Program Officer.

**22-23:** *Local History, Global Village: Reg'l. Collecting, Reg'l. Collections* preconf., Southern Methodist U. Spons., Assn. of College & Research Libs. (ACRL)/Rare Books & Mss. Section. Fee, \$120 ACRL mem.; \$135 nonmem. *Regis. deadline, May 15. Enrollment limited to 200*. Info.: Mary Ellen Davis, ACRL Program Officer.

**22-23:** *Systems In Transition: Looking In, Looking Out* preconf., Fairmont Hotel, Dallas. Spons., PLA. \$95 PLA mem.; \$105 ALA mem.; \$115 nonmem. *Enrollment limited*. Info.: Helen Lenart, PLA.

**23:** *Consumer's Report on Lib. Lighting* preconf., Plaza of the Americas, Dallas. Spons., LAMA/Bldgs. & Equip't. Section/Equip't. Committee. Fee, \$110 LAMA mem.; \$145 ALA mem.; \$200 nonmem. *Regis. deadline, June 2*. Info.: Cheryl Bernero, LAMA Program Officer.

**23:** *Dewey 20* preconf., Loews Anatole Hotel, Dallas. Spons., Resources & Technical Services Div. (RTSD)/Cataloging & Classification Section (CCS). Fee, \$90 RTSD mem.; \$115 ALA mem.; \$140 nonmem. *Regis. deadline, May 22. Enrollment limited to 180*. Info.: JoAnn King, RTSD Program Officer.

**23:** *Get Your Ideas Across & Make Effective Presentations* preconf., Sheraton Hotel, Dallas. Spons., Ref. & Adult Services Div. (RASD). Fee, \$95 RASD mem.; \$115 ALA mem.; \$140 nonmem. *Regis. deadline, June 1. Enrollment limited to 100*. Info.: Margaret Monsour, RASD Program Officer.

**23:** *Teaching, Talking, & Tantalizing w/Books: The Lib. & Beyond* preconf., Dallas Conv. Ctr. Spons., AASL. Fee, \$75 AASL mem.; \$100 ALA mem.; \$125 nonmem. *Regis. deadline, May 26. Enrollment limited to 200*. Info.: AASL.

**23:** *Tricksters, Fools, & Heroes: How to Evaluate, Appreciate, & Use Folklore Collections for Children* preconf., Dallas. Spons., Assn. for Lib. Service to Children (ALSC). Fee, \$100 ALSC mem.; \$125 ALA mem.; \$150 nonmem. *Enrollment limited to 100*. Info.: ALSC.

**23:** *Video Hot Stuff: Children's Video & the Lib.* preconf., Dallas. Spons., ALSC. Fee, \$100 ALSC mem.; \$125 ALA mem.; \$150 nonmem. *Regis. deadline, June 1. Enrollment limited to 100*. Info.: ALSC.

**23-24:** *An Accreditation Preconf. for Historically Black Colleges & Universities & Others Undergoing Accreditation By the Southern Assn. of Colleges & Schools* preconf., Dallas Conv. Ctr. Spons., ACRL. Fee, \$25 ACRL mem.; \$30 nonmem. Info.: Jo Ann Segal, ACRL Exec. Dir.

(Architects continued from p. 307.)

## The first deadly sin: Pride

The architects' vocabulary is full of words like *statement*, and *integrity*, and *look*. Not that there's anything wrong with such concepts; but if you hear a lot of such talk, beware. Architects like to look at the macro level. They don't sweat micro issues, such as circulation desk function. What really excites them is a four-page, color spread in *Architectural Forum* (which doesn't sweat micro issues, either).

Item: A state-of-the-art library now being designed in the Midwest will probably include a multi-story atrium that will waste about 40 percent of the potential floor area and require two checkout facilities—both of which will have to be staffed forever.

Item: A recently completed academic library in the Southwest has a three-story atrium crowned by a sky-light. It's a cheerful place by day, but the architect failed to provide adequate nighttime lighting. How are students supposed to read after dark?

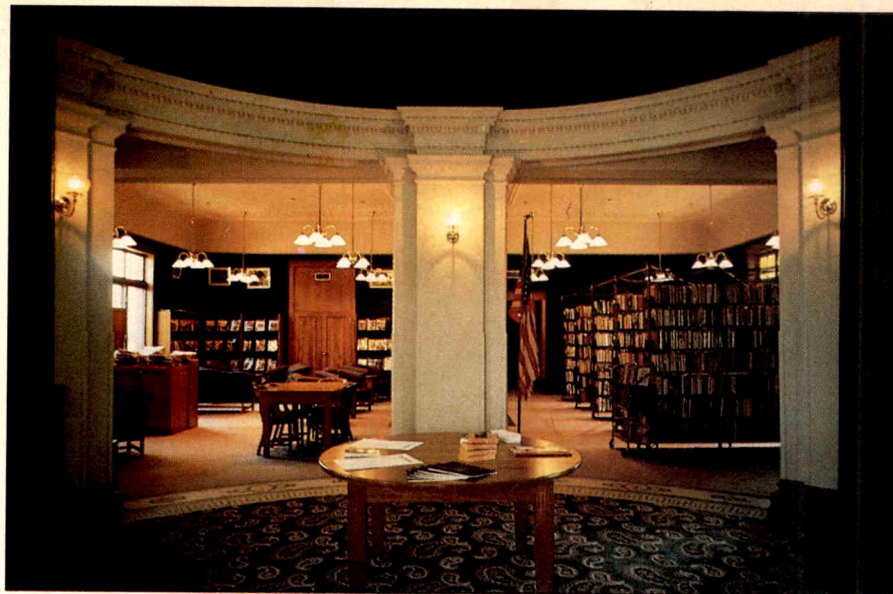
Item: We were engaged to design a custom workstation for a Massachusetts medical school because the rooms were too cramped for standard systems. The reason the rooms were so small is that the exterior windows had to match exactly the windows in an adjacent century-old building. That the new space wasn't going to function well was viewed as irrelevant by the architect.

Such attitudes baffle me. The ancient Greek view of *hubris* included consequences: like being dragged around the walls of Troy behind Achilles' chariot. Unfortunately, where architects are concerned, it's the client and patrons who get dragged. Don't forget—*Sic transit architectus*: when the building's finished, the architect leaves. You'll be living with his structure for a very long time.

## Arrogance

Architects (and designers) *invented* aesthetic sensibility. You and I are so tasteless we're not fit to question their decisions. Indeed, aesthetically we're *incompetent*. Never mind that architects are trendier than teenagers. If plum is in, plum is what you'll get. If hightech gray and black are featured in *Interiors*, brace yourself for the sooty look. Or maybe chromed ceilings are all the rage. Never mind that solid plum (Southwest library) will clutch every windswept dust particle or that high-tech gray and black (Midwest community college) can turn seasonal affective depressions into all-year occurrences. Or that chromed ceilings (nationwide) generate annoying reflections on terminal monitors.

Decorating trends are so predictable that



Architects Meyer, Scherer & Rockcastle eschewed trendiness in colors and surfaces in this respectful renovation of the Stillwater (Minn.) Public Library's Carnegie building.

our staff can often date the completion (or renovation) of a library by its interior! The nattering nabobs of narcissism are opinionated, too.

Item: An architectural firm we've worked with on several projects has decreed: no woodgrain laminates. No reason is given. It doesn't matter that woodgrain is soothing and attractive to most people, or that laminates are durable and cost-effective, or that the random pattern of woodgrain gives the eye something familiar to focus on and thereby helps users relate to the space. Woodgrain's not the *look*. *Architectural Record* won't like it.

Speaking of looks, how about seating? What could be more monastic than ladderback wooden chairs? I've never seen an architect sitting on a ladderback chair, but I have seen architects sitting on adjustable-height, upholstered, casters chairs that swivel and flex. *Comfortable* chairs. Why can't patrons have chairs like these? Because they'd interfere with the *look*.

Condemning library users to decades of needless discomfort is a bagatelle compared with a *statement* that gets the architect/designer his coveted furnishings award. Libraries cost millions of dollars to build, millions more each year to operate. Taxpayers and patrons pick up the tab. When they visit your library, seat them royally! As for architects and designers, keep them humble.

## Ignorance

Besides chasing the latest fads, many architects are poorly grounded in basics.

Item: Libraries should embody exemplary lighting. There are several manufacturers of full-spectrum fluorescent tubes

that reduce eyestrain and improve visual acuity and color perception. Yet the majority of architects we've dealt with know little about these issues. Worse, they're not interested. Lighting in most libraries ranges from marginal to atrocious; I hold architects responsible.

Item: Annoying reflections on computer monitors are best controlled at the source. Specialty louvers for ceiling fixtures do an admirable job. We have counseled clients to substitute them for unsatisfactory louvers they already have.

Our firm has tried repeatedly to get architects to modify ambient lighting in rooms we're working on. Most haven't been interested—unless they can use lighting to achieve a dramatic effect that supports their *look*.

Item: Floor-length panels on study carrels and computer workstations get scuffed by floor maintenance equipment. Because custodians often don't keep the insides of these panels clean, air circulation can be impaired. We recommend restraint: use short panels for most stations and reserve the floor-length option for defining entries.

We can't stand all those legs, say many architects—give us floor-length everywhere!

## Myopia

Architects should constantly remind themselves that technology changes, system requirements change, patrons' needs change. Their designs must accommodate these changes. It is seldom so. Too many libraries are built without adequate provision for computer networks and other signal distribution systems. Too many fail

to provide electric power to the middles of rooms.

Item: In an economy move (precipitated by the cost of huge sheets of glass in a use-less atrium?), an architect reduced a freight elevator to a passenger elevator too small to accept pallets. As a result, shelving and furniture installers, including ours, will have to unpack truckload shipments on the receiving dock and move them upstairs on hand trucks. The extra labor cost will more than erase the "savings." And lack of an adequate elevator will plague the library staff into the next century.

Item: Architects often specify custom laminates for our workstations. The initial upcharge for custom finishes is modest because the quantity is large. But if the manufacturer drops the trendy laminate from his line, we'll be unable to match it at any price! Don't let your architect/designer limit your future options. He's there to keep them open-ended.

### Waste

Because architects spend their clients' money, they can afford to be prodigal. If they underestimate the cost of a monumental foyer, no matter, just cut back on the furnishings budget. The *Architectural Forum* pix can be exteriors.

Item: An upstate New York library ran so far over budget that literally nothing was left to fund the interior. The staff had to move their 50-year-old shelving and desks from the old building and accept the reality of making do for another 50 years.

Item: While ladderback wood chairs are *de rigueur* for tables, anything goes for casual seating. How about foam-cushioned \$500 lounge chairs in pastel shades of lemon and raspberry damaged by shoeborne bits of parking lot blacktop during the first week of use?

### Procrastination

Suppliers of items commonly placed on carpet are among the last on a library job-site. Sometimes we literally tread on the heels of the carpeting contractor. On one memorable occasion, the PA system for a noon dedication was being tested on the library's front steps as our sleepless installers left by a side door. These last minute heroics should not be necessary.

Again and again, however, we have been unable to pry decisions out of architects and designers until the last moment. Costs escalate: we hound suppliers, the factory is pressured, the trucker rushes the shipment, technicians have to buy full-fare airline tickets, suppliers work straight through

weekends and holidays to salvage the schedule.

We pass these extraordinary costs on to you. So do others who would like to complete your facility on time but are stymied by architect procrastination.

These expenses are the ultimate in waste. You receive absolutely no benefit. Indeed, you're at risk of having an important purchase canceled by the beancounters. Your best protection against architect inaction is

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**"Lighting in most libraries ranges from marginal to atrocious; I hold architects responsible."**

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to tie fee to performance, just as you do with your contractor.

### Sloth

Sloth can be father to the other six sins. Visit your architect's offices. Insist on seeing the work areas. If you find chaos and disorganization, expect the same on your project.

The design of functional libraries is a demanding trade. If your architect hasn't ever built a library, you may end up with what we encountered at an eastern college: a two-story, windowless box. The architect's previous project? A bridge over a nearby creek!

If your architect has completed a library or two, go have a look (without him, of course). Spend a day at each. Debrief the staff. Ask about schedule and cost. Take checklists with you, plus a 35mm camera & several rolls of color film. Document the good and the bad. Do the same at several other libraries that represent the best of what you'd like to achieve. Take the camera and document, document, document. Find out what worked and what bombed.

Consider engaging a consulting firm that specializes in designing the working parts of libraries. Have them help you prepare specs for the architect. Always remember—consultants work for you, too. You're perfectly entitled to disagree with their advice. The bottom line is: *library directors get the quality of facility they've earned*. If you involve yourself from the start, assume and maintain a leadership role, and demand the best from your consultants, architect, and suppliers, your new facility can be a winner. □

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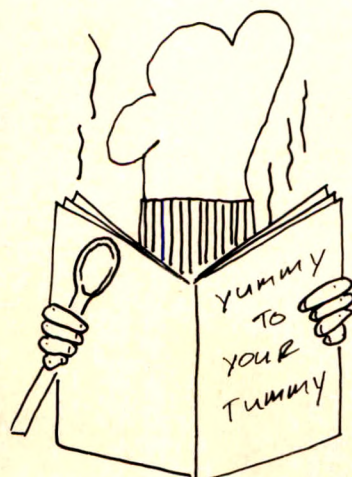
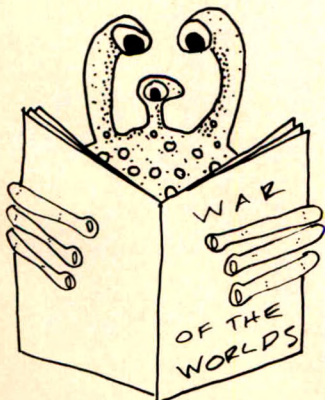
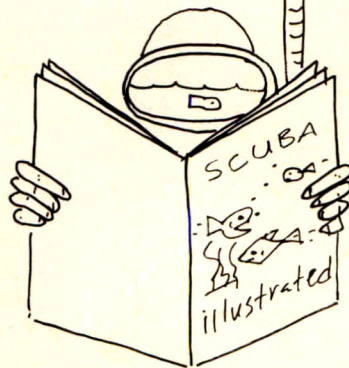
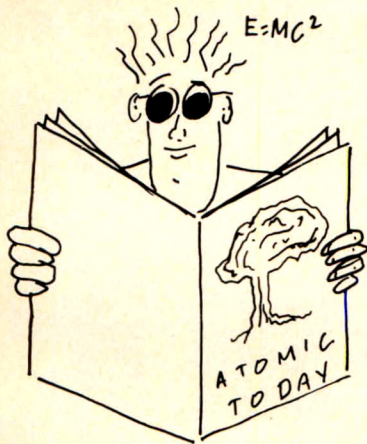
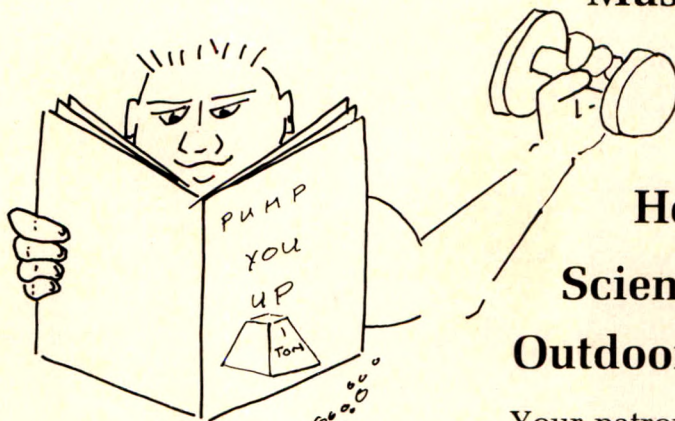
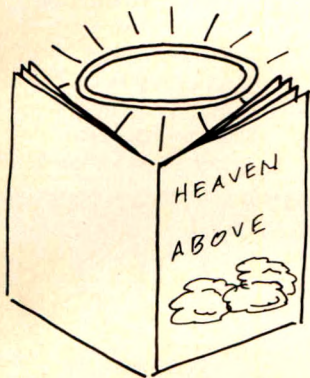
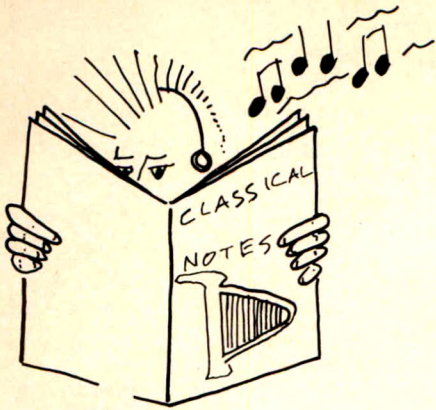
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# LIGHT AND SPACE



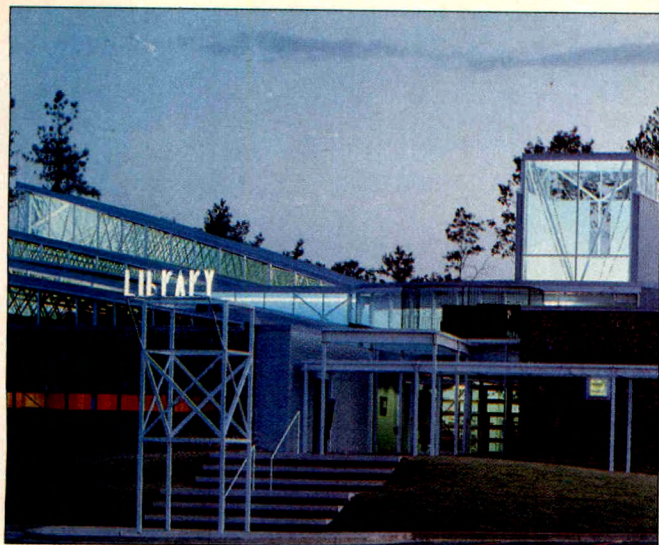
**Far left:** Kenyon College's Chalmers Library (Gambier, Ohio), features a new addition designed by Shepley Bulfinch Richardson and Abbott. (Nick Wheeler photo.)

**Left:** Renovation and addition to the distinctive 19th century coachhouse library of Pine Manor College (Chestnut Hill, Mass.) also by Shepley Bulfinch. (Jean Smith photo.)



**Left:** Neon signage directs users of the new Milton R. Abrahams Branch of the Omaha (Neb.) Public Library.

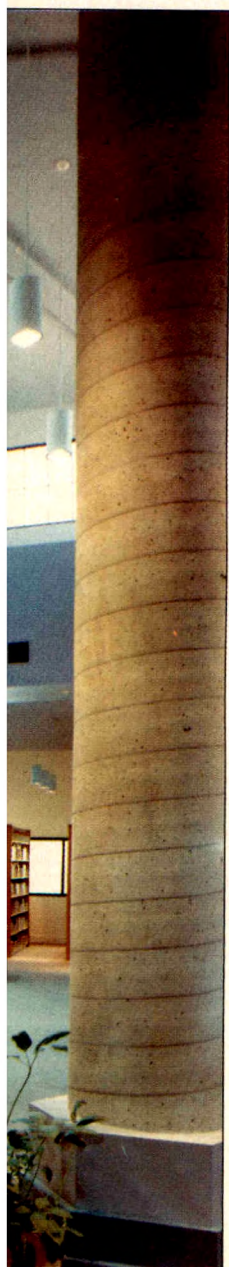




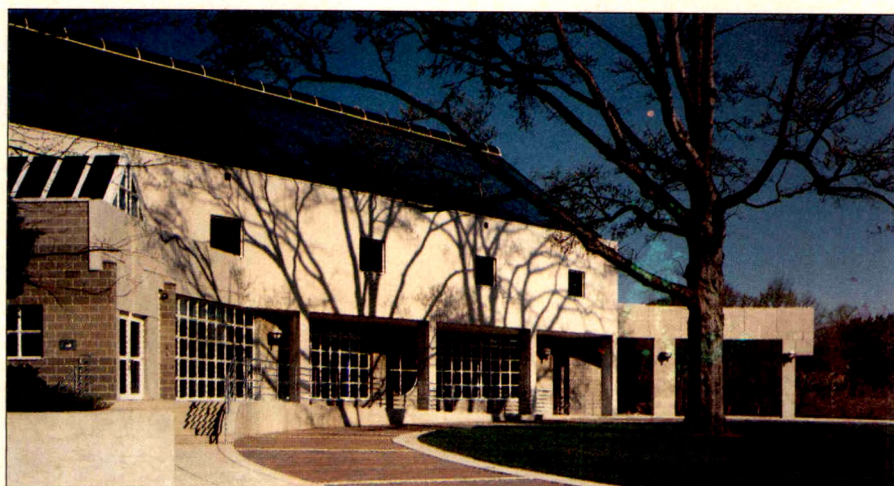
**Above:** *Time* called Clayton County Library System headquarters (Jonesboro, Ga.), "practical, fun-loving avant-gardism." Scogin Elam and Bray Architects. (Timothy Hursley photo.)



**Above:** Swarthmore (Pa.) College's Cornell Library of Science and Engineering, designed by H2L2, occupies a sloping site that allows maximum use of natural light.



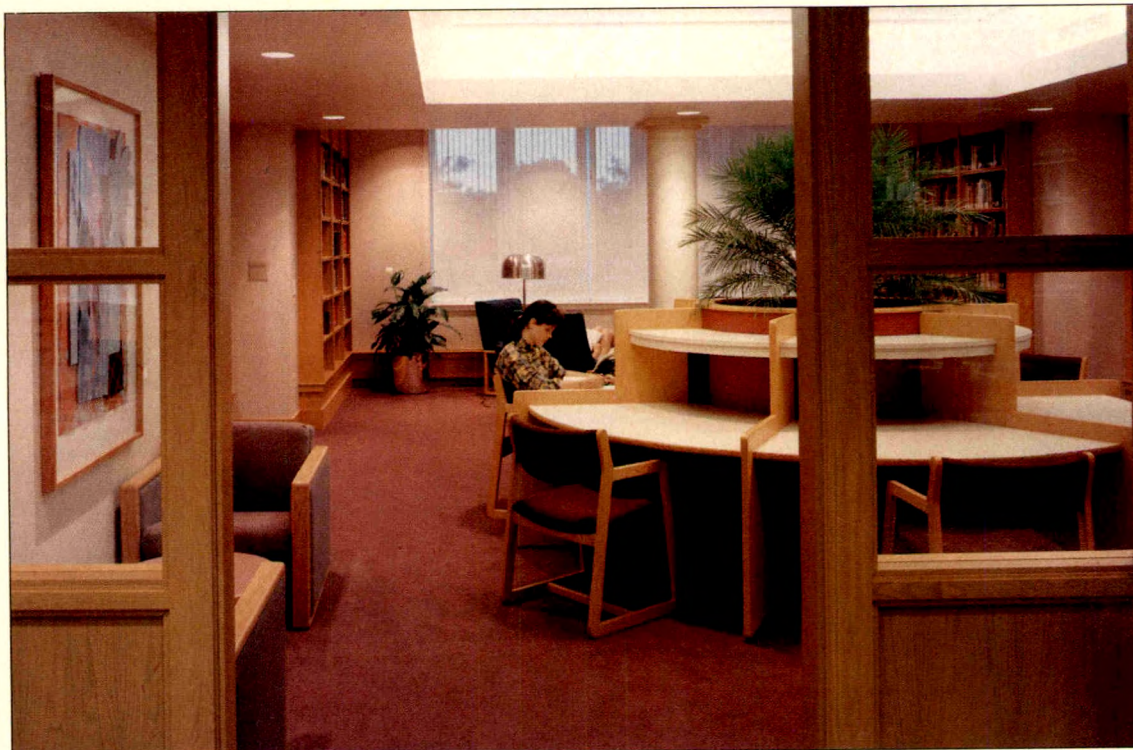
**Left:** The aptly named Sunrise Branch of the Clark County-Las Vegas Public Library.



**Left:** ALA-AIA Award winner—H2L2's design for Swedenborg Library, The Academy of the New Church, Bryn Athyn, PA.

# FURNITURE FOR USERS

**Right:** Worden carrels in Macalester College (St. Paul, Minn.) library are now equipped with CD, cassette, receiver and headphones. Architects: Shepley Bulfinch Richardson and Abbott. (Nick Wheeler photo.)



**Above:** Thos. Moser furniture in new John Jay College library, New York City. Rafael Vinoly Architects. (Jeff Goldberg/Esto photo.)

**Below:** Arches repeat a design motif seen elsewhere in Reinert-Alumni Library, Creighton Univ., Omaha, Neb.



**Left:** International Library Furnishings merged warm wood grains and durable laminates in these tables for Texas Wesleyan College, Ft. Worth. Architects: Cannady, Jackson & Ryan.





**Above:** Custom-designed furnishings at Fondren Library, Rice University, by Ray Bailey Architects. (Paul Hester photo.)



**Above:** Gaylord's Panel Plus, at the Reid Cofer Library, Tucker, Ga., allows in-house configuration of carrels from component panels.



**Left:** Qualis tables, Lowenstein-Oggo chairs in the new Onondaga Co. (N.Y.) PL, located in The Galleries at Syracuse.



**Below:** Mohawk Midland's double-level carrels, installed at DePauw University, Greencastle, Ind.

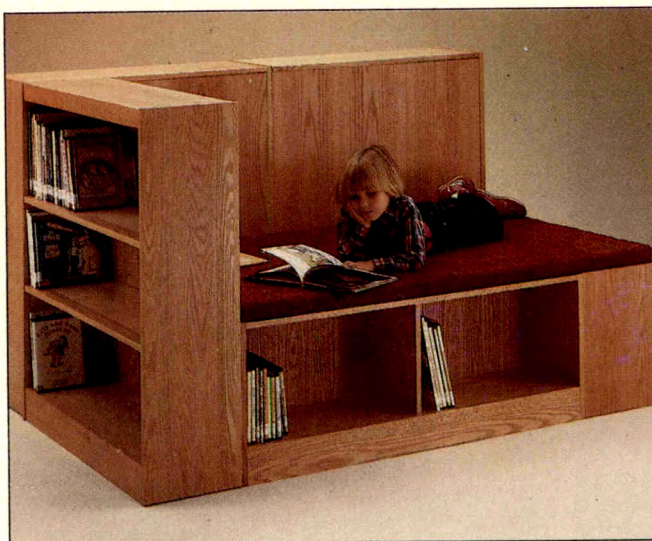


**Above:** Interactive Learning Systems designs, sells, and installs audiovisual and computer workstations.

# FOCUS ON CHILDREN



**Above & above rt.:** Necessity promotes invention. Limited funds and space prompted librarians at Concord (Mass.) Free Public Library to commission a local carpenter to build this folding puppet theater.



**Above:** Reader's Roost by Brodart, provides shelving—and a private nook for a young reader.



**Left:** Children's area at Poplar Creek PL, Streamwood, Ill., is colorful, airy, and inviting. Architects: O'Donnell, Wicklund, Pigozzi and Peterson.



**Above:** Carpeted children's amphitheater in Dunham Public Library (Whitesboro, N.Y.) addition features built-in bookshelves. Addition designed by Stetson-Harza.

**Right:** "Medb's Crown," by Ann Gillen, rises above kids and adults at North Hills Branch of Queens Borough (N.Y.) PL. Funded by New York City's A Percent for Art Project.





**Above:** Rich wood grains and vivid primary colors entice young readers at the new Bud Werner Memorial Library in Steamboat Springs, Colo. (Portfolio Collection photo.)



**Above:** Staff artist Sarah Jerauld, Buffalo & Erie Co. (N.Y.) PL, designed these easy-to-read signs mounted on Library Bureau furniture at Amherst PL, West Amherst.

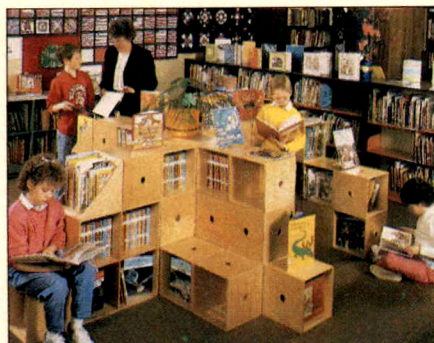


**Left:** Handley Public Library, Winchester, Va., uses mobile shelving units to define space and direct traffic flow in children's area. (Rick Foster photo.)

# SHELVING & DISPLAY



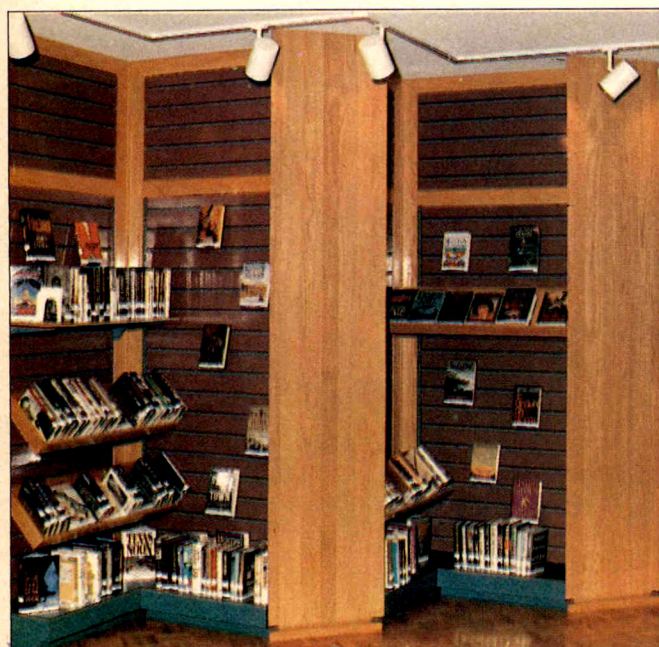
**Above:** Frameworks, by Gaylord, allows display of books, tapes, CDs. Locking display towers available.



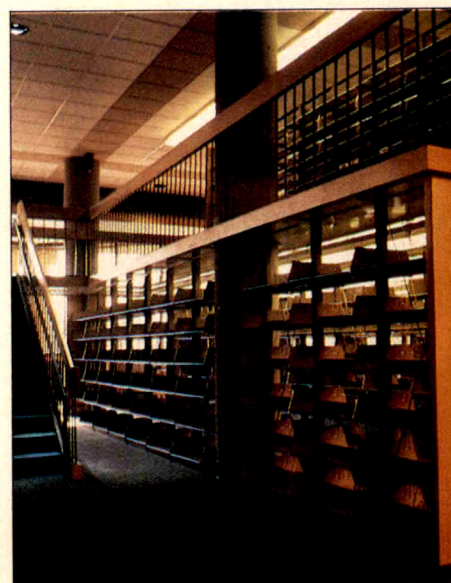
**Left:** Yahara Public School students in Stoughton, Wisc., enjoy Modula S storage cubes, by Gressco, Ltd.



**Above:** This four-tier magazine display has eight pockets per tier. Each pocket holds 10-12 issues. Distributed by Library Display Design Systems.



**Left:** Slat walls and track lighting at Birmingham (Ala.) Public Library's Smithfield Branch make changing displays quick and easy.



**Right:** Display and exhibit panels from Multiplex Display Fixture Co., in use at the St. Louis (Mo.) Mercantile Library.



**Left:** ELMO (Early Learning MOtinator), by WIREworks, weighs just 10 lbs., and has four 14"-wide pockets.



**Below:** Porta-Structures rotating book carousel holds up to 1,800 paperbacks and can also accommodate reference materials.



**Left:** Wood railings and end panels accent tiered Library Bureau shelving in the Beale Memorial Library, Bakersfield, Calif.



## ADDRESSES

Ray Bailey Architects, 4100 S. Shepherd, #100, Houston, TX 77098

BCI Inventar, Inc., 1412 E. North Belt #120, Houston, TX 77032

Brodart Co., 1609 Memorial Ave., Williamsport, PA 17705

Cannady, Jackson & Ryan Architects, 2370 Rice Blvd., Houston, TX 77005

Design Collaborative, 2940 N. Lynnhaven Rd., Virginia Beach, VA 23452

Gaylord Bros., Box 4901, Syracuse, NY 13221-4901

Gressco, Ltd., POB 7444, Madison, WI 53707

H2L2, 714 Market St., Philadelphia, PA 19106

Interactive Learning Systems, 7480 Demars Rd., Cincinnati, OH 45243

International Library Furnishings, 2140 S. Main, Ft. Worth, TX 76110

Kusch USA, Inc., 24 Fort Salonga Rd., Centerport, NY 11721

Library Bureau, 801 Park Ave. Herkimer, NY 13350

Library Display Design Systems, POB 8143, Berlin, CT 06037

Lowenstein-Oggo, 1801 N. Andrews Ave. Ext., Pompano Beach, FL 33069

Mohawk Midland Mfg., 7733 Gross Point Rd., POB 226, Skokie, IL 60076-0226

Thos. Moser, 415 Cumberland Ave., Portland, ME 04101

Multiplex Display Fixture Co., 1555 Larkin Williams Rd., Fenton, MO 63026-1240

O'Donnell, Wicklund, Pigozzi and Peterson Architects, 570 Lake Cook Rd., Deerfield, IL 60015

Perry, Dean, Rogers & Partners: Architects, 177 Milk St., Boston, MA 02109

Porta-Structures Industries, POB 30193, Bethesda, MD 20814

Qualis Corp., 6399 E. Molloy Rd., E. Syracuse, NY 13057

Rutledge Interiors, 22A Middleton, Nashville, TN 37210

Scogin, Elam and Bray, 1819 Peachtree Rd. NE, Atlanta, GA 30309-1847

Stetson-Harza, 185 Genesee St., Utica, NY 13501

Rafael Vinoly Architects, 65 Bleecker St., New York, NY 10012

WIREworks, Inc., 513 Baldwin St., POB 1118, Elmira, NY 14902-1118

Worden Co., POB 1227, Holland, MI 49423



# Values without shame

**In his inaugural address, ALA President F. William Summers called for a reexamination of our most enduring values.**

**As part of that fresh look, a library educator offers a thoughtful articulation of the values we hold in common, and how they help define for us "the essence of our calling."**

by Lee W. Finks

**P**ROFESSIONAL VALUES: DOES THAT RING A little bell? I seem to remember something from library school about professional values, something a bit vague and idealistic. Weren't "values" one of those substances (somewhat like fertilizer) that could be spread on an essay question or a term paper when you needed to convince your teacher that you had some deeper understanding of the subject matter at hand?

Yes, that's right: "Deeper understanding" is exactly what values reflected and what they still reflect. They represent a level in our belief system that is deeper and more substantial than mere attitudes, or hunches, or opinions—a level that is less influenced by time and circumstances, one that is more concerned with *ends* than with *means*.

The value of values—the reason some of our teachers were so concerned with them—is that they point us toward what is important and worthy in the long run, and lift us out of our preoccupation with the mundane and the bureaucratic. They remind us that there is more to our work than this week's statistics, and that each day's decisions should advance our professional mission and not just help us get through our current heap of quandaries and hassles.

Over the years, to help my students understand the field they were entering, I have developed what I call a "personal taxonomy of values." The system has been modified and polished as the years and classes have gone by, and I present it as statements or credos of the traditional librarian, divided into the categories below.

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Lee W. Finks, who has practiced almost every type of library work, is associate professor at the North Carolina Central University School of Library and Information Sciences in Durham. He holds a Ph.D. from Rutgers, and an MLS from Florida State University.

## Professional values

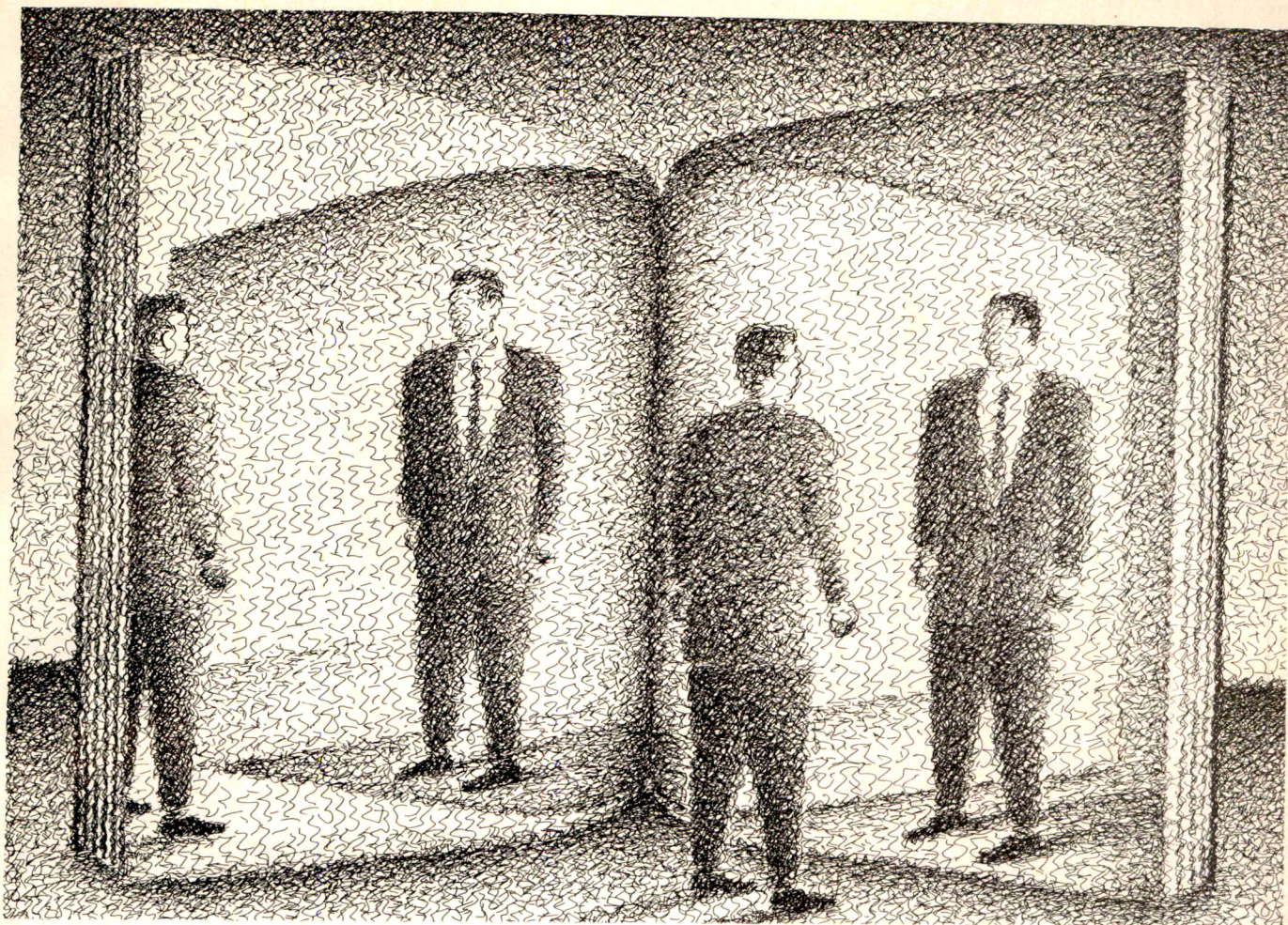
**T**he first category I call *professional* values, values that originate in the nature of our mission and are inherent in librarianship and its function in society. These include values such as service, commitment to truth-seeking and intellectual freedom, and a sense of responsibility.

**Service.** People have a need for information or for a good book; librarians have information and good books available for the asking. All patrons have to do is give us the slightest encouragement and we will gladly serve—not because we're trying to get rich or feel important, and not because we're merely doing a job. We want to serve because we get satisfaction from making that connection of user and book, or user and information.

Two motivations are evident here: a need and an urge. We obviously owe our existence to the fact that society has a need for an institution that will store up the facts and figures, the wisdom, inspiration, and amusement that our fellow humans so often require. We have been invented by society and assigned the cultural role of serving these particular needs.

But we also serve because we choose to serve. The people attracted to our field tend to be alike in this way; they share an urge to give of themselves in service to others, rather than get rich, or pursue adventure, or sleep their lives away. Our natural reaction to the approach of a patron is not irritation at being interrupted, but delight at another chance to help someone pick his or her way through our beloved maze. It is, we should admit, a noble urge, this altruism of ours, one that seems both morally and psychologically good.

**Stewardship.** Beyond serving the immediate needs of society, we have a responsibility for the destiny of the library as an institution. The library and its fruits must exist 50 years from now, indeed a thousand years from now, for us to have fulfilled our



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*"'Deeper understanding' is exactly what values . . . reflect."*

mission. This, in essence, is Jesse Shera's notion of social epistemology, our concern with searching out and assuring the safe passage onward in time of that part of the "social transcript" that is worthy of standing as part of a library. If we don't do this, the culture of the present and the past will all be lost, which is a prospect we cannot accept.

We have a responsibility, too, to the society that supports us now, and that allows us to supervise ourselves and even define our role and mission. We want to be true to this trust and to assure the integrity of the institution and the profession. We want always to be viewed by our patrons and clients as honest, industrious men and women who know our jobs and do them well, and who take very seriously our role in the handling of knowledge and preservation of culture.

**Philosophical values.** Philosophical values reflect our traditional love of wisdom and the truth. We believe, most of us, that human reason is a priceless thing, and the edifice of scholarship and learning that has been built up through the ages has our respect and commitment. The scholar and the scientist have always been natural denizens of the library, and our service to each is a high priority. We also take pride in the contribution of our own techniques, such as classification, indexing, and bibliography, to the success of the scholarly enterprise.

At the center of the librarian's commitment to humanity's search for truth and understanding is the goal of remaining always neutral in the battle of competing ideas. No matter how

precious to us any faith or philosophy or social movement might be, we have to keep our distance and maintain our impartiality as we help insure that all the people can hear all the arguments and establish for themselves what is right or true.

Our commitment to the truth and the search for truth goes beyond mere opposition to censorship and concern with balance and fairness. Placed as we are in the midst of the torrent of data and expression, we strive to seize and cherish those items within it that speak with validity, that reflect with honesty the heart of our experience, and that reach certain standards of accuracy and quality. How fine it would be if we could spare future generations the massive quantities of pretense and trivia and vulgarity that we must ourselves endure.

**Democratic values.** Libraries are a part of the culture in which they exist. We librarians here in North America are fortunate to be able to support the ideals of political freedom. We can—and we do—believe that the library is a vital tool in keeping our people true to democratic principles. We share the ideal of the informed citizen who understands political issues and takes part in the process of self-government. And we share the ideals of universal literacy, liberal education, and free opportunity to develop ourselves to our potential.

We cherish and champion our political freedoms—especially the freedom to express contrary and unpopular ideas, and the freedom to find and read such expressions. We are wary of any government or vigilante group that tries to protect us by limit-

ing that freedom. Finally, we strive to keep ourselves open and available to all our citizens, not just those with the money to pay us or the privilege and power to command us.

**Reading and books.** Somehow, perhaps irrationally, librarians have the inner conviction that reading is a superior way for human beings to pass the time—certainly far superior to watching our great rival for human attention, the ruinous boob tube. Books are our delight, whether we are learning from them or about them. We are happy in the midst of them, poring over them or riffling their pages, mending them, keeping them organized and tidy, all the while appreciating their power and charm for our patrons, hoping they will all be matched up together some day. There's no getting around it: we're bookish.

### General values

**T**he second category I call *general* values, values that are commonly shared by normal, healthy people, whatever their field. Here are values such as the desire for competence and autonomy in our work; social values such as cooperation, tolerance, and the sense of duty; and our appreciation of basic human needs for security, acceptance, and self-respect.

**Work values.** To the extent that we are healthy people, we share a desire to be competent, to do our work well, and to see success in our efforts and the efforts of our institutions. It is only natural to take pride in our tools, our intelligence, and our ability to meet the remarkably diverse demands placed upon us. It is only natural to wish that our energy and cleverness received more reward and appreciation from society than they do.

And to the extent that we are professionals, we realize that we need freedom to work well, freedom to define and extend the boundaries of our jobs, and freedom to take on responsibility and use our judgment. We also need to do our work in a rational, goal-oriented, and supportive environment, and to feel that the entire enterprise has a certain level of stability and credibility within the larger society.

Most important, however, is our commitment to excellence. We don't just want to be good or competent, as stated above: we want to do our *best*. We see the need to be life-long learners, and we are willing to improve ourselves every day of our lives. We are hungry to know how to improve our services, our stewardship, our collections, and our tools; and we will strive to find the necessary answers and solutions. We know that we are involved in something important and that our efforts will have an impact. We will work, now and in the future, to see our ideals realized.

**Social values.** Librarians recognize the purposes of the traditional social virtues that make life with other people more pleasant and honest and that help us all keep moving along in our day-to-day pursuits. We wish always to be tolerant and respectful, and we will cooperate with each other and work within institutional constraints toward common goals. We hope we can resist the urge to gossip or backbite, and that we are never struck with envy or false pride. We want to be considerate, courteous, and even optimistic, although we know we'll have bad days from time to time. Being happy librarians in happy libraries: it is not an impossible dream.

**Satisfaction values.** Like the rest of humanity, we librarians have our own basic needs, both conscious and unconscious, that we bring to our work every day. Unless we feel, for example, that we are accepted, and even valued, by our co-workers,

unless we have the balm of friendship and social and intellectual stimulation, and unless we are able to gain and hold our own self-respect through our work, we are not satisfied within ourselves. As we have learned from Maslow and others, the need to satisfy our inner urges motivates us to strive, upward and onward, in self-actualizing, self-validating ways.

### Personal values

**T**he third category I call *personal* values, and I would distinguish these from general values as being idiosyncratic to librarians as a group. Those of us who are drawn to librarianship tend to have certain similar traits and characteristics that help to make the field what it is. I'm referring here to such values as our typical conservative approach, our idealistic and humanistic view of society, and our concern for excellence, beauty, and truth.

**Humanistic values.** We librarians have a tendency to value other people as individuals and to respect the condition of being human. The mission of the library and our code of service both point strongly to our belief in the individual. Everyone is welcome in the library, and our deepest hope is that we will have the special work that speaks to that person who just came in the door.

We also have a great respect and affection for the works of humankind. How many among us have been touched in our own lives by the words of some man or woman, speaking across the years or centuries, who has perceived the human experience in a special way for us? And how many of us have seen the impact that a book, or a work of art, or a logical proof, can have on the life of one of our users? We believe that the works we collect are capable of magic—the magic of transforming lives.

**Idealistic values.** As a group and as individuals, we are likely to direct a certain amount of our energy into a vision of what is ideal—an ideal reference librarian, an ideal catalog or bibliography, or an ideally balanced collection. And, beyond our work, we have hopes and expectations for society, for our nation, our family, our friends, ourselves. We tend to be drawn to such idealistic notions as honesty, justice, and truth, and are repelled by violence and vulgarity. We believe that the human spirit can flourish and that darkness in a soul can be illuminated. We hope for inspiration, self-realization, and the growth of wisdom in all people, and believe in our libraries as natural places to find these things.

**Conservative values.** We also, generally speaking, tend to have some conservative traits, too. For example, most of us have a preference for change at an unhurried pace; a concern with dignity and standards; a desire to save, preserve, and protect; a tendency toward orderliness and control; and a deference to authority. These values often work as a brake on or a balance to our idealistic tendencies and no doubt contribute to our image as being fussy and old-fashioned. But that's all right. Most of us don't mind that so much, since we may indeed be just a little bit fussy and old-fashioned.

**Aesthetic values.** We librarians generally respond to beauty, harmony, originality, and grace, and consider ourselves people of some taste, although we realize we are treading on precarious ground when we invoke that term. Still, we stubbornly prefer the pleasing to the banal and the vulgar, and we seek it out in our collections, proudly developing our stores of poetry, art, and the classics in the midst of a Philistine world. ■

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## Rival values

**T**he fourth and final category I call *rival* values. Modern civilization is a mess, and we all know it. Much of the deterioration of our culture and society impacts significantly on librarianship and makes the achievement of our ideals all the more difficult. In my classes, my students and I range far and wide as we decry the threats to professional autonomy and commitment, from preoccupation with quantitative evaluation to undue deference toward the requirements of technology. The objects of most of our complaints can be placed into three broad categories: bureaucracy, anti-intellectualism, and nihilism.

**Bureaucratic values.** Bureaucratic values are attractive and perfectly reasonable to anyone who works in an institution of any size or complexity. What could be a more sensible way of organizing people and work than to have job specializations, hierarchical chains of command, descriptions of routine processes, and rules and regulations? Libraries, as they get larger and more complicated, with more people to organize and more records to maintain, need some system to keep things running efficiently.

Unhappily, as most of us recognize, such systems usually do not work out the way they should. Instead of practical efficiency, bureaucracy often results in pettiness and rigidity. Instead of dealing with people in an effective way, it tends to treat their individual concerns as annoyances and deviations. Private rebellions and jealousies can undermine the system; contempt grows between it and the individuals it should be serving; and people often grow to rely on the system for comfort and self-protection, while the remnants of responsibility and commitment gradually disappear.

**Anti-intellectual values.** We encounter anti-intellectualism on two levels. First is the tendency, in any social group or institution, of the mediocre to respond in a defensive way to creativity, intelligence, and even dedication. There are libraries where it may seem more expedient to keep a low profile and not make waves than to risk the antagonism of fellow-workers who don't want to look bad, or who carry the common prejudice that some people are "too smart for their own good."

Second is the trend in the larger society to trivialize learning and discourse. Television and other electronic media, with their emphasis on entertainment and "blip culture," are the primary causes of this extremely serious problem. In our era education, journalism, and political debate are being radically changed in ways that directly affect the library. If librarianship's goal is to manage the "social transcript" and aid the quest for truth and beauty, then we must be concerned about the content of that transcript and the cultural attitudes of its users.

**Nihilistic values.** What a grim and depressing philosophy! Perhaps nihilism is the inevitable fate of materialistic societies, as increasing numbers of us abandon our concern for grace and virtue and make new commitments to "the bottom line" and "good old number one." Nihilism tells us that nothing of the spirit is important, that everything is relative and subjective, and that idealism is a waste of our energy.

Nihilism is a menace because it scorns our faith and encourages us to doubt, when faith, in fact, is the basis, the bedrock, of our value system. This is true because we do not *know*—that is, we cannot demonstrate empirically—that a service orientation will make us better librarians, or that a commitment to truth will be good for our society, or that a humane, idealistic

institution is better than a cynical, self-committed one. But we do believe it, and we have faith enough in our beliefs to *act* on them and set our professional compass by them.

Faith is much more than a romantic notion. However it may have been exploited in centuries past, and however weak and soft it may seem against the modern spirit, faith is an honest, respectable, and strong ally. Having faith in an ideal or an outcome is a risk—but a risk that must be taken. To jettison faith is to cast one's lot with the cynical and uncommitted, and eventually to be alienated from conscience and self-respect.

## The value of values

**W**e must always remember that values correlate with more than good intentions and high-minded slogans. They correlate with reality, with the quality of reality that we help create as we apply them in our lives. If, for example, we consistently apply the value of service, there are certain predictable outcomes—a more satisfied clientele and a higher efficiency in the use of our resources—that we may believe to be better than the outcomes of other decisions we could make. If we choose instead to behave in a self-important, authoritarian manner—say, in order to make a certain impression or avoid challenges to our competence—this would reflect a different set of values and almost certainly have different results.

But so what if certain values do have effects in the world that you and I might say are "better" than other effects? Is there really any use in the long run in our worrying about such vague and impractical notions? Yes, there is. We librarians are inevitably engaged in the process of history, that great movement through time that creates our future out of the forces of the present. The metamorphosis and synthesis of our profession go on, toward some destiny; and each one of us is involved in this process whether we care to be or not.

We stand today on the brink of a new Golden Age. The new technology is helping us tremendously in controlling the mass of data we have to deal with—from user records to index terms—providing easier access to information and, we can hope, even knowledge and wisdom. At the same time, our profession has matured. Smart, well-educated people are staffing our libraries, important issues are being addressed, and our bonds with the public are being strengthened.

What could possibly go wrong? Any fears I have are directed outward toward society. My nightmare is that our professional zeal and energy will be sapped by the inexorable pressures of bureaucracy, anti-intellectualism, and nihilism on each of us as individuals. There isn't any Library Ark of the Covenant at ALA Headquarters that the staff keeps polished up and in good repair. The values of librarianship exist only in the minds and (dare I say it?) the hearts of individual librarians.

For professional values to fade and wither, their places to be taken by technical manuals and policy guidelines, and for the library's mission to be turned over to managers and functionaries, it is only necessary that librarians accept this as some unfortunate fate, the "way of the modern world," and note their decline with passive regret.

For professional values to flourish and triumph, it is only necessary for us to integrate them into our lives. We need to call them to consciousness and criticize and question them, to apply them to our problems and quandaries, to invoke them as we plan and make decisions, and ultimately to cherish and celebrate them. They are the essence of our calling. □

*The Source, highlighting useful items in major areas of library/information activity, is written by Holly Rogerson, reference intern at the University of Illinois/Chicago library. Send materials for Ms. Rogerson to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.*

## resources

**Citizen recommendations on AIDS.** *Stopping AIDS: An Individual Responsibility* reports the conclusions of a committee of volunteers in the Minneapolis-St. Paul area who spent months studying and debating the AIDS dilemma. Prepared by the Citizens League Legal Issues and AIDS Committee, the report examines the issues and makes policy recommendations.

The report begins with a brief introductory section giving basic information on AIDS and stating the primary conclusion of the committee: Control of the disease will be best accomplished through increased individual responsibility rather than government intervention. The next section details pertinent data concerning AIDS, particularly in its current societal context. The final section outlines proposed strategies for encouraging individual responsibility in order to limit the spread of the disease.

The 50-page spiral-bound paperback is available at no charge to libraries from the Citizens League, 708 S. 3rd St., Suite 500, Minneapolis, MN 55415.

**Foreign trade names** and their companies are the focus of two new annual publications edited by Donna Wood. *The International Trade Names Dictionary* covers non-U.S. products and includes over 40,000 entries. The companion *International Trade Names Dictionary: Company Index* lists 10,000 companies.

The 366-page *Dictionary* contains trade names, trademarks, and the brand-names of consumer products. Each entry has five elements: the trade name, product description, company name, source code, and country of origin. The 350-page *Index* lists company names in alphabetical order, along with their addresses and products.

Both the *Dictionary* (\$240, 0-8103-0690-5) and *Index* (\$210, 0-8103-0691-3) are available from Gale Research Co., Book Tower, Detroit, MI 48226.

**SF scrutiny.** *Science Fiction & Fantasy Book Review Annual 1988* is the first in a new series that will recapitulate and evaluate the year's

SF and fantasy literature. Editors Robert A. Collins and Robert Lantham have attempted to include reviews of every significant new work in the genre.

The first five chapters of the book are overview essays covering the author of the year (Orson Scott Card), and the year's fantasy, horror literature, SF, (each containing a recommended reading list), and research and criticism (including a bibliography.) Next come the reviews of 1987 books, divided into the categories of fiction, young adult fiction, and non-fiction. The reviews, from a half to a full page in length, include a full bibliographic citation, plot summary, and critical comments. 486 p., \$65 from Meckler Corp., 11 Ferry Lane West, Westport, CT 06880 (0-88736-249-4).

**Highway history.** *Route 66: The Highway and Its People* examines the 2,200-mile-long passage from Chicago to Los Angeles in words and pictures. Author Susan Croce Kelly and photographer Quinta Scott spent seven years exploring the length of the highway and the folk who have lived along it. Through eight chapters and 92 black-and-white photographs they trace the history of the route from its birth as a dirt-and-gravel road through its growth as a highway to its virtual abandonment when the interstate system replaced it. The parallel growth and withering of the small towns dependent on the route are also explored. 224 p., \$24.95 from University of Oklahoma Press, 1005 Aspen Ave., Norman, OK 73019 (0-8061-2133-5, 88-40208).

## librarian's library

**Readable writing** is the goal of *Improving Written Communication in Libraries*. Authors Jana and Larry Bradley cover the essentials of various forms of results-oriented communication: memos, letters, formal policies and procedures, and monthly, annual, and analytical reports.

The book begins with a detailed analysis of the process of professional writing, from identifying the purpose and understanding the audience to planning, writing, and revising the document. Next, a series of chapters focuses on various types of documents, with samples given. Also included are useful checklists for major writing projects, such as proposals and annual reports, and exercises on important skills such as revising sentences and word choice.

Includes a subject index and a list of selected readings. 400 p., \$26.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0497-1, 88-10059).

**Collection development choices.** *Collection Development: Options for Effective Management* illuminates, through case study and discussion, the critical decisions necessary today in all types of libraries as they are faced with budget cuts.

The volume contains the proceedings of a conference of the Library and Information Group, held in Sheffield in 1987. While the North American experience in this area is well documented, such has not been the case



*This '40s-era gas station is among the sites and sights on Route 66 portrayed in a new book from the University of Oklahoma Press.*

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### The Source

in the U.K. Editor Sheila Corral states that the collection is designed to redress this balance and stimulate debate on the strategic issues raised. The 14 papers range over many aspects of collection management, embracing theory and practice. Examples are taken from national, academic, public, and special libraries.

The 155-page paperback is \$34 from Taylor Graham, Suite 187, 12021 Wilshire Blvd., Los Angeles, CA 90025 (0-947568-25-5).

**News on newspapers** is delivered by *Newspapers in the Library: New Approaches to Management and Reference Work*. Edited by Lois N. Upham, the collection is aimed at filling a long-standing gap in the general knowledge about newspapers as an information source.

Written by individuals who are involved with newspapers in their daily jobs, as tools in their research efforts or as an ingredient in a larger process, the book is intended to be a "sampler." The topics of the 16 papers include bibliographical and physical control of newspapers, working with newspapers in a variety of settings, and international, educational, and technical aspects of using and handling newspapers.

A name/subject index is included. The volume is supplement no. 4 to *The Serials Librarian*. 167 p., \$29.95 plus \$2.50 handling from Haworth Press, Inc., 12 West 32nd St., New York, NY 10001-3813 (0-86656-688-0, 87-29866).

**Traumatized by technology?** If so, *Current Technologies in the Library: An Informal Overview* will put you at ease. Author Walt Crawford summarizes the development of each technology, explains how it works, and discusses its pros and cons for libraries.

Divided into two parts—"Publishing Media" and "Computers and Communications"—the handbook contains 20 chapters covering such diverse technologies as microform, analog and digital recordings, videotape, magnetic storage, fiber optics, and electronic mail and telefacsimile. A useful glossary of technical terms is included, as well as an index. 324 p., \$38.50 cloth (0-8161-1886-8), \$29.50 paper (0-8161-1888-4) from G.K. Hall & Co., 70 Lincoln St., Boston, MA 02111-2685 (88-21226).

## young people

**Word Stories on radio.** *Word Stories*, a new series of six half-hour programs for children, will premier this summer on National Public Radio stations. The focus of the series is the history behind ordinary English words, such as "windfall," "ballot," "spoon," and "imp." The format mixes drama, storytelling, and original songs featuring Cathy Fink on banjo and Tom Jones on percussion instruments from a variety of countries.

Although aimed at elementary school children, the programs are designed to appeal to other age groups as well. NPR is encouraging extensive outreach programs based on the series. For information on program guides, demo cassettes, and other educational materials, write The Radio Road Gang Inc., POB 90482, Washington, DC 20090-0482.



*Hootenanny Granny*, a saucy 309-year-old hoot owl, and *Salagundi*, a handsome prince who suddenly found himself a frog, are two of the characters in the *Word Stories* radio programs.

**Looking at "latchkeys" in libraries.** *Latchkey Children in the Public Library: A Position Paper* outlines a model process for libraries to use in policy development. Prepared by the Public Library Association's Service to Children Committee (in collaboration with the Library Service to Children with Special Needs Committee of the Association for Library Service to Children), the paper covers a number of facets of the latchkey situation.

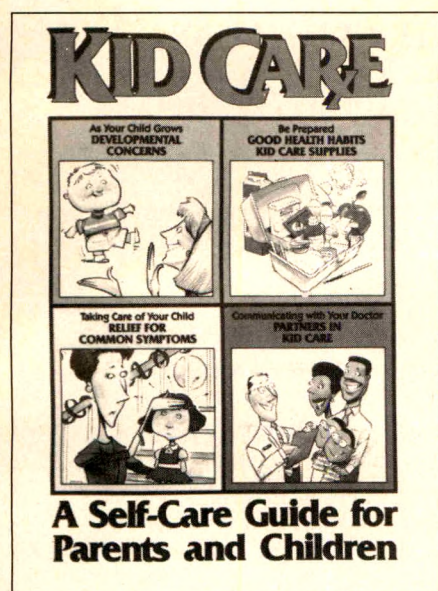
After a brief summary of the history of children's services in public libraries, the current latchkey phenomenon is described. Next, policy development, from goal-setting to policy documentation, is explored. Finally, role-setting and examples of after-school programming for children are examined. An extensive bibliography on the latchkey situation is included.

The 76-page spiral-bound paperback is available for \$20 (\$18 for ALA members and \$16 for PLA members) from PLA, 50 East Huron St., Chicago, IL 60611 (0-8389-7263-2).

**Thought-provoker.** *Thinking Activities for Books Children Love: A Whole Language Approach* provides reading guides to be used in media centers and classrooms. Authors Carolyn Mohr, Dorothy Nixon, and Shirley Vickers have chosen 15 books that are consistently enjoyed by children, including *Superfudge* by Judy Blume, *The Incredible Journey* by Sheila Burnford, and *Ramona the Pest* by Beverly

Cleary. For each title, the authors provide a series of questions and problems designed to promote higher-level thinking.

Vocabulary terms are presented for each book, followed by questions requiring knowledge, comprehension, application, analysis, synthesis, and evaluation. At the end of the section on each title, additional activities involving visual art, drama, creative writing, social studies, and science are suggested. Media specialists may also use the 15 reading guides as models to produce their own guides. The 206-page paperback is \$17.50 from Libraries Unlimited, POB 3988, Denver CO 80239 (0-87287-697-7, 88-39450).



**Self-care for parents and kids.** *Kid Care* is a 32-page color booklet, suitable for distribution by libraries, explaining the normal developmental stages from infancy to the teenage years in simple language. Good health habits and typical sources of concern, from toilet training to the onset of puberty, are discussed; other topics include remedies and when to call the doctor for some of the more common childhood symptoms, such as fever, ear problems, and injury. A major goal of the booklet is to show the role of health care professionals in both health care education and delivery of services. For a sample copy and price information, send a request on letterhead to Krames Communications, Dept. KIDCAREMED, 312 90th St., Daly City, CA 94015-1898.

## ==bibliography==

**Weapons and peace** are the linked themes of a new bibliography compiled by Stephen E. Atkins. *Arms Control and Disarmament, Defense and Military, International Security, and Peace: An Annotated Guide to Sources, 1980-1987* contains 1,596 entries on these issues of worldwide concern.

Within each of the four chapters named in the title, the sources are arranged by type (an-

nuals and yearbooks, bibliographies, dictionaries, hearings, textbooks, etc.). Brief, evaluative annotations follow each citation. Although most of the sources listed are in English, other western European languages are selectively included.

Includes author/title and subject indexes. 411 p., \$65 from ABC-CLIO, POB 4397, Santa Barbara, CA 93140-4397 (0-87436-488-4, 88-21822).

**Japanese economic growth** is examined in the sources detailed in *Postwar Industrial Policy in Japan: An Annotated Bibliography*. Karl Boger has compiled citations to English-language material dealing with the policies from the U.S. perspective. Each of the 520 books, journal articles, and U.S. and Japanese government documents cited is followed by an annotation describing its content.

Eight chapters cover topics such as international economic relations, technology and industrial policy, and finance and financial organization. Contains indexes by author/editor, and subject/title. 208 p., \$22.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2080-3, 87-26535).

**Alice Malsenior Walker: An Annotated Bibliography: 1968-1986** lists 417 sources relating to the Pulitzer Prize-winning author of *The Color Purple*. Compilers Louis H. Pratt and Darnell D. Pratt list works that examine Walker's social and literary philosophies and criticize and interpret her writings. The brief annotations are intended to be descriptive rather than evaluative.

The items covered are arranged in two major categories: The first, primary sources, list all the works written by Walker, from novels and poetry to essays and letters. The second category, secondary sources, covers a full range of writings and bibliographic aids about her works, from indexes to movie reviews. Within each category, materials are arranged according to bibliographic type.

An author/title index is included. 162 p., \$42.50 from Meckler, 11 Ferry Lane West, Westport, CT 06880 (0-88736-156-0, 87-34816).

**American Industry Info** is the focus of *Production and Factory Management: An Information Sourcebook*. The bibliography, compiled by Christine Zembicki, lists over 1,000 handbooks, dictionaries, bibliographies, journal articles, databases, and other items useful for librarians, researchers, and business executives.

The first 12 chapters cover such topics as site selection, plant engineering, human factors, and industrial safety; the sources are arranged according to type (guides and texts, statistical sources, journals, etc.). The final chapter lists a core reference collection.

Contains author, title, and subject indexes. The 176-page book, no. 18 in the Oryx Sourcebook Series in Business and Management, is \$38.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004 (0-89774-340-7).

## ==special services==

**Health Resources for Older Women**, a new booklet from the National Institute on Aging, presents information aimed at promoting healthy living among the fastest-growing segment of our population.

After a brief introduction explaining the need for and purpose of the information, the 76-page booklet is divided into three main parts: The first, concerning age changes and health promotion, contains sections on such topics as menopause, use of medicines, and accident prevention; part two, on common disorders of later life, discusses osteoporosis and urinary incontinence, among other topics; the third part, "Taking Charge," deals with such subjects as financial planning and widowhood. Each section consists of a one-to-two-page discussion of the topic, followed by a brief annotated listing of organizations and readings dealing with the issue. \$1.75 from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (stock no. 017-062-00141-3).

**Asian-American career paths.** Edited versions of the papers presented at the Asian/Pacific American Librarians Association meeting at the 1987 ALA Conference in San Francisco have been published as *How to Avoid Dead End in Your Career: An Asian American Perspective*.

Three papers from the program are included: 1) "Views of an Educator" by Nasser Sharify; 2) "Experience of an Asian American Librarian" by Peter R. Young; and 3) "Advice from a Corporate Executive" by Ernest A. Muro. Also included is a fourth paper, by editor Sharad Karkhanis, "Library Services for the Asian American Community."

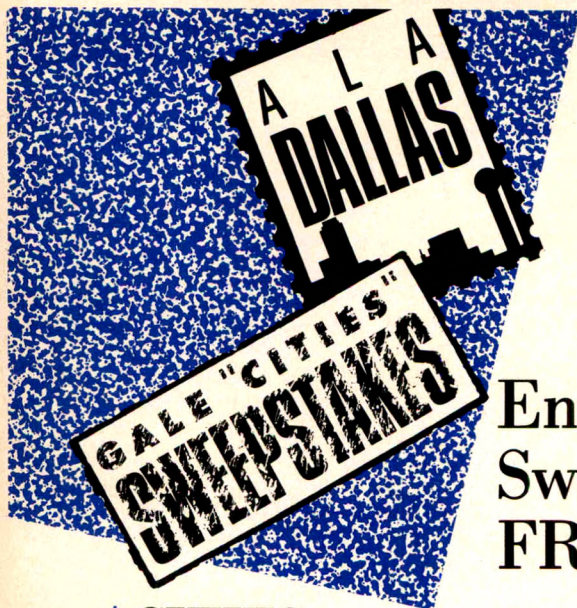
The 22-page booklet is available by sending a check for \$5, payable to APALA, to Sharad Karkhanis, Kingsborough Community College, Brooklyn, NY 11235.

**Educational issues for Hispanics** are examined in *La Red/The Net: The Hispanic Journal of Education, Commentary, and Reviews*. The new publication includes articles and book reviews on general topics affecting the education of Hispanics, with special attention being given to issues in higher education.

Subscribers to *La Net* will also receive a "hotline" with job listings. The quarterly journal is \$49 per year to institutions, \$39 to individuals, and \$24 to students from Florinto Press, 16161 Ventura Blvd., Suite 830, Encanto, CA 91436-3905.

**Aged self-reliance.** Insights and advice for our nation's elderly who live alone are offered in *On Our Own: Independent Living for Older Persons*. Author Ursula A. Falk mixes informational passages with vignettes that demonstrate the reality of the lives of the aged.

Ten chapters explore topics such as family



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relationships, finances, fitness, loneliness, and part-time and volunteer jobs. Advocacy is stressed, with one chapter devoted to advice on how the elderly can receive all they deserve from public agencies. Another chapter presents two lists of dos and don'ts: one for the older person and the other for the family.

159 p., \$17.95 cloth (0-87975-502-4), \$10.95 paper (0-87975-449-4), from Prometheus Books, 700 E. Amherst St., Buffalo, NY 14215 (88-32141).

## instruction

**The Library-Classroom Partnership:** *Teaching Library Media Skills in Middle and Junior High Schools* coordinates instruction in library skills with classroom subjects. Rosann Jweid and Margaret Rizzo's guide targets both classroom teachers and librarians/media specialists.

Focusing on 11 disciplines typically taught at this level, from art and health to home economics and technology, the lessons provide lists of media skills with both library and subject objectives, resources and materials, and activities. Student activity sheets for each lesson and skill tests at four levels are also included. The book is designed to be a complete curriculum for librarians wishing to teach library skills.

The 247-page paperback is \$27.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2191-5, 88-31920).

**Charting research.** Author Lois Horowitz revises and updates her 1984 publication with a new paperback edition of *Knowing Where to Look: The Ultimate Guide to Research*. The guide is arranged in four parts: 1) an overview of the research process; 2) an explanation of research tools, from encyclopedias and almanacs to government documents and

computerized sources; 3) a guide to where to find specific information, such as quotes and pictures; and 4) a variety of sample searches in such areas as genealogy and starting a new business. 312 p., \$15.95 from Writer's Digest Books, 1507 Dana Ave., Cincinnati, OH 45207 (0-89879-329-7, 84-20876).

### IS YOUR RESEARCH PROJECT RUNNING YOU IN CIRCLES?

I had a general idea, not a specific focus, but an idea. As I was writing, I didn't know what my focus was. When I finished, I didn't know what my focus was. My teacher says she doesn't know what my focus was. I don't think I ever acquired a focus.

### BACKGROUND RESEARCH CAN PUT YOU ON THE STRAIGHT TRACK.

**Poster invites interest.** This imaginative poster is intended to convince even the most apathetic student of the importance of library research. Designed for Northern Kentucky University's reference department by Threasa Wesley and Linda Smoke of NKU's Steely Library, the poster is an introduction to the university's comprehensive library instruction program, which stresses how to find timely information on a spectrum of topics. The 17-by-22-inch poster features black and turquoise lettering on a white glossy background with an eye-catching peach spiral. \$3.50 from Reference Dept., Steely Library, Northern Kentucky University, Highland Heights, KY 41076.

**BI for credit.** College-level BI is examined in *The Bibliographic Instruction-Course Handbook: A Skills and Concepts Approach to the Undergraduate, Research Methodology, Credit Course—For College and University Personnel*. Author Helen Rippier Wheeler chooses to focus on formal, credit-bearing BI courses, rather than on more informal approaches.

The first chapter of the handbook discusses the often dismal state of library research skills among college students and the range of remedies typically applied to this problem. Chapter two contains a proposal for true education in this area. The third and longest chapter outlines a bibliographic instruction course and the points it must cover. The final chapter discusses the specific case of the the University of California system.

A bibliography and a list of resources are appended. 632 p., \$59.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2131-1, 88-14003).

**Preparing pages.** *Page Package: A Training Manual* is a looseleaf guide designed to orient and train library pages. Prepared by the Fairfax County Public Library in Fairfax, Va., the manual is "the result of an intensive effort to consolidate hundreds of snippets from Boise, Idaho, to Baton Rouge," as well as original material. It begins with a chronological guide suggesting procedures and materials to teach the pages from their first day through the sixth week of training. The book also includes a comprehensive checklist of tasks by time period, quiz materials, evaluation forms, sample job descriptions, and page performance standards.

Distributed by the Public Library Association of ALA, *Page Package* is suitable for a variety of public library environments such as mini, community, and regional branches. \$30 PLA members, \$35 ALA members, and \$40 nonmembers from PLA, 50 E. Huron St., Chicago, IL 60611 (0-8389-7265-9).

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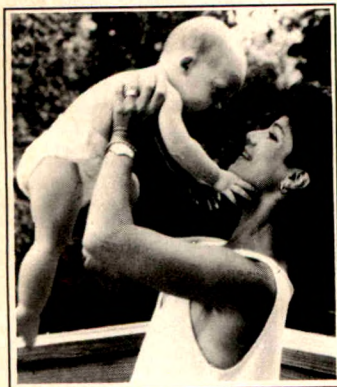
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One hundred VHS copies of "POWER TO CHOOSE: Breakthroughs in Breast Cancer," are available, **free of charge**, to public libraries on a first-come, first-serve basis. This half-hour news documentary, which has aired on more than 50 TV stations across the country, explores the revolutionary advancements in the detection and treatment of breast cancer.

"POWER TO CHOOSE" was written and produced by Peabody Award-winning journalist Mary Nissenson, and funded by an educational grant from ICI Pharma, a division of ICI Americas Inc. ICI Pharma is a leader in breast cancer research, and founder and cosponsor of National Breast Cancer Awareness Week. As part of its continuing commitment to community service, ICI Pharma is providing these **100 complimentary copies** of the documentary for distribution to public libraries.

Libraries interested in receiving a free VHS copy of "POWER TO CHOOSE" should send a written request to:

**Foresight Communications, Inc.  
Attention: Amy Anderson  
1903 North Orchard Street  
Chicago, Illinois 60614**

Additional copies of the program will also be available for \$ 25 to cover the cost of materials, shipping and handling.

## video



**Man Is Not a Bird**, the first feature film by Yugoslavian director Dusan Makavejev (*The Coca-Cola Kid*, *Montenegro*), is among the experimental and independent films available on videocassette from Facets Multimedia. Facets' free, 20-page, illustrated catalog offers documentaries on subjects ranging from Poland's Solidarity movement to Beale Street blues; avant-garde works from such filmmakers as James Broughton, Scott Bartlett, and Barbara Hammer; and international films from Czechoslovakia, France, Poland, and elsewhere. Facets Multimedia, 1517 W. Fullerton Ave., Chicago, IL 60614 (800-331-6197).

**Adjusting to college.** *The Freshman College Companion* is a videotape offering advice to high school seniors, college students, and their parents on how to succeed in college.

The 53-minute program addresses the range of adjustment problems encountered by college freshmen; responsibility, time management, financial matters, social life, and academics are among the areas examined in an effort to highlight the differences between high school and college. \$29.95 (volume discounts available) from Capstone Films, POB 286, Stevenson, MD 21153.

**Free breast cancer video.** A 30-minute news documentary on breast cancer is being offered to public libraries at no charge by ICI Pharma, the founder and co-sponsor of "National Breast Cancer Awareness Week."

**Power to Choose: Breakthroughs in Breast Cancer** examines the revolutionary, state-of-the-art procedures now available for the detection and treatment of the disease, which will kill 40,000 American women this year. The video features leading breast cancer surgeons and researchers, including Dr. Bernard Fisher, one of America's preeminent experts on the disease. The program also explores the lives of three breast cancer patients. The major theme of the documentary, which has appeared on television stations across the country, is the importance of early detection and treatment in saving lives.

One hundred VHS videotapes are being offered to public libraries on a first-come, first-served basis. Additional copies will be distributed for \$25 to cover the cost of mate-

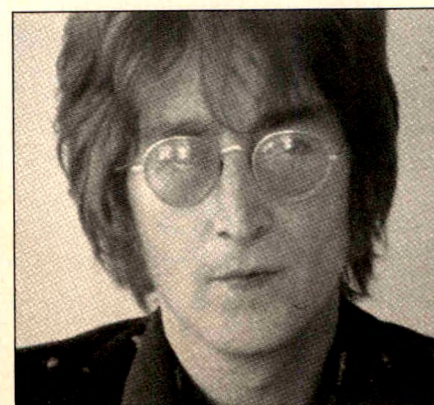
rials and shipping. Written requests should be made to Foresight Communications, Attn: Amy Anderson, 1903 N. Orchard St., Chicago, IL 60614.

**Stage musicals** are spotlighted in *Broadway! A Musical History*, a new series of five two-hour videos. Hosted by Broadway singing star Ron Husmann, the programs feature interviews with such figures as Harold Prince, Stephen Sondheim, Julie Andrews, Robert Goulet, Carol Lawrence, Patti Lupone, and Debbie Reynolds.

The package price of \$249.95 (plus \$5 shipping) includes a copy of Stanley Green's book *Broadway Musicals, Show-by-Show*, on which the series is based. The accompanying educators package also includes a time-line graph for each cassette, a vocabulary, and a quiz on the subject. A demo tape is available for \$29.95, applicable to the purchase price. Chesney Communications, 9 Corporate Park, Suite #100, Irvine, CA 92714. (800-223-8878; in Calif., 800-338-7270).



**Lennon's video legacy.** John Lennon's last concert with Yoko Ono (above), a 1972 benefit to raise money for mentally handicapped children, is available on videocassette from Sony Video Software. The company also offers a video featuring 13 songs from Lennon's *Imagine* album (below), as well as other Beatles-related collections, including a 1964 performance by the group on Britain's "Ready Steady Go" TV program and a video retrospective of Paul McCartney's career. Sony Video Software, 1700 Broadway, New York, NY 10019.





**Fitzgerald's fiction** is the subject of one of 30 new videotapes in the *Eminent Scholar/Teachers* series on modern American literature. The 45-minute programs cover major authors (such as John Dos Passos, William Faulkner, and Edith Wharton), specific works (T.S. Eliot's *The Waste Land*, John Steinbeck's *The Grapes of Wrath*, Thomas Wolfe's *Look Homeward, Angel*), and literary topics and periods (American literature of the '20s, black American literature). An illustrated guide containing detailed outlines of each program, chronologies of the author's career and writings, and recommended book lists accompanies each tape. Available in VHS or Beta format for \$85 per tape from Omnigraphics, Penobscot Bldg., Detroit, MI 48226.

**Drug abuse prevention** is the goal of a new science-fiction adventure video program starring Emmy-winning actor Richard Kiley and developed by the Weston Woods Institute under a grant from the U.S. Department of Education. *Fast Forward Future* tells the story of three young students who discover a machine in their school library that permits them to see two possible futures for themselves: one if they use drugs, and another if they remain drug-free.

The 62-minute program shows children the personal and social skills they can use to avoid involvement with illegal drugs. An interactive approach permits the viewers to practice skills seen in the video, such as refusing and decision-making. The role of adults who can help is stressed.



**Correction:** The above is the winning design in the Mid-Continental Public Library's logo contest, rather than the design shown on page 147 of the February *AL*.

Aimed at students in grades three through eight, the video and accompanying 24-page teacher's manual are \$100 (quantity discounts available) from Instructional Media Institute, 389 Newtown Turnpike, Weston, CT 06883-1199.

**U.S. info policy and competitiveness.** Five videotapes from the fifth annual Federal Library and Information Center Committee forum on "Federal Information Policies: The Impact on Competitiveness," are now available from the Library of Congress.

The forum, held at LC last March, fea-

tured representatives from Congress and the business community debating whether the NTIS should be controlled by the government or the private sector, discussing the impact of current information policies on economic competitiveness, and examining possible new policies that may strengthen the U.S. business community.

The five 60-minute tapes can be ordered from the M/B/RS Public Services Office, Library of Congress, Washington, DC 20540. 1/2-inch tapes are \$60 each and \$300 for the set; 3/4-inch tapes are \$85 each, \$425 for the set. □



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Emily Melton, editor

## Security system shields

*Editor's Note:* Action Exchange received numerous responses to the question below. Solutions ranged from the simple ("wrap it in tin foil") to the sublime ("build your own ivory-colored shield") to the obvious ("call 3M"). A representative of 3M suggested that any library experiencing problems with its 3M security system should call its local service technician before trying alternative solutions. Printed below are samples of the many helpful responses we received.

**Q.** The terminals used in our automated circulation system emit signals that make our 3M Book Detection System inoperative. We can't relocate our circulation desk or detection system. Have any libraries solved this problem? **James Foley, Assistant Director, Schenectady County Public Library, Liberty and Clinton Sts., Schenectady, NY 12305 (AL, Oct., p. 818).**

**A.** Our library currently uses OCLC's LS/2000 system with ADM11 terminals. OCLC suggests several solutions to the problem. The 3M Company offers a new filter board which allows terminals to be placed within eight feet of the 3M security system. The company also markets shields which will reduce the problem for some terminals. Combining the filter board and the shield allows terminals to be placed several feet from one another. **Philip Schwarz, Coordinator of Bibliographic Services, University of Wisconsin-Stout, Menomonie, WI 54751**

**A.** Our library solved the problem by custom-building a steel shield to enclose the back and sides of the terminal. The shield is an attractive ivory color. A shelf at the bottom holds the encoder box, and a small attachment on the side holds the light pen when it is not in use. Until your shield is built, you can try wrapping the terminal in aluminum foil as a temporary solution to the problem. **Kathleen A. Richter, Assistant Director, Riverhead Free Library, 330 Court St., Riverhead, NY 11901.**

**A.** Our library has had the same problems with computer terminals that are too close to the 3M system. The terminals emit radio frequency waves that interfere with the system. If you can't relocate the terminals, your 3M service technician may be able to install a circuit board in the theft system. The cost is about \$400. You can also try shielding your terminals by enclosing them in a carrel. Our library tried using aluminum foil to block the backs of the CRTs, but this didn't work for us. We recommend contacting the 3M service representative as the first step in solving your problem. **Laura Dankner, Associate Professor/Music Librarian, Loyola University Music Library, Box 8, 6363 St. Charles Ave., New Orleans, LA 70118.**

**A.** The Hickman, Johnson, Furrow Library Center of Morningside College had the same problem when the automated circulation system was installed.

We use different brands of terminals throughout the library and have discovered that Adds-Applied Digital Data Systems terminals do not interfere with the 3M Book Detection System. **Inge Zibers, Head of Circulation, Hickman, Johnson, Furrow Library Center, Morningside College, 1501 Morningside Ave., Sioux City, IA 51106.**

**A.** Our library recently encountered a problem similar to yours when we had our 3M Book Detection System reversed. The technician from 3M suggested that we encase the specific terminal which was affecting our security system with thin sheet steel on all sides. I suggest calling your 3M representative for specific recommendations on the type of steel to use. **Elaine L. Franz, Instructional Services Librarian, St. Andrews Presbyterian College, DeTamble Library, Laurinburg, NC 28352.**

**A.** We have experienced similar problems with our 3M system. Four computer terminals are located in our library within a 20-foot radius of the exit system. Two of these terminals are in constant use as circulation terminals.

A cement block wall and a wooden door stand between our circulation area and the 3M system. However, these structural barriers do not adequately block emissions from the terminals, presumably because there are windows in both the wall and the door.

The 3M technician adjusted the direction of the internal antennae of the book detection system, thereby "tuning out" some of the emissions. This adjustment helped, but we experienced further improvement when we placed all four terminals in individual five-sided aluminum boxes acting as shields. These boxes can be built to specification by 3M, but the cost is significant. To be effective, the box must be constructed of aluminum at least 1/8 inch thick. At least one inch of clearance is required between the sides, top, and back of the terminal and the interior of the aluminum box. Small holes for venting or electrical cord access may be added to the back of the box if necessary. **Alison Ricker, Science Librarian, Oberlin College Library, Kettering Hall, Oberlin, OH 44074.**

### Over to you

- 1. What academic libraries have collections of hard copy annual and 10-K reports of corporations? How is the collection maintained with regard to cataloging, storage, and circulation? (La.)**
- 2. What public libraries or library systems have stopped participating in the IRS Tax Form Distribution Program? What were the repercussions? (Calif.)**
- 3. What public libraries provide shoppers' convenience baskets for their patrons? What are the pros and cons? What are the sources of supply? (N.J.)**
- 4. Do any high school libraries have an advisory board? If so, how are they set up and what are their duties? (Maine)**

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's & A's become *American Libraries'* property and may be edited. Please include your name, address, and position. Write to Emily Melton, c/o *American Libraries* ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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### CAPITAL PUNISHMENT

Caught between two states. T. Jacoby. *Newsweek* 111:67 My 2 '88

The U.S. Supreme Court has agreed to hear the appeal of Mississippi death row inmate Samuel Bice Johnson, who is contesting the legal arguments that led to his death sentence. In securing the death penalty, the prosecutor needed to show that "aggravating" circumstances in the case justified capital punishment. The crux of his argument rested on Johnson's prior assault conviction in New York, but after his Mississippi conviction Johnson reopened the New York case, and his assault conviction was voided.

### CHILDREN OF ALCOHOLICS

Breaking the bond of silence. D. Chu and B. Johnson. *il People Weekly* 29:100-10 Ap 18 '88

A cover story on the problems that face the children of alcoholic parents features profiles of four celebrities with alcoholic fathers; a report on Children Are People, a St. Paul, Minnesota, counseling and support organization for the children of alcoholics; and an interview with Dr. Timmen Cermak, co-director of the Genesis psychotherapy center in San Francisco, co-founder of the National Association of Children of Alcoholics.

### COMPUTER CONSULTANTS

A market is born out of computer confusion.

C. Brown. *il Business Week* p124-5 Ap 25 '88  
"Systems integration," or the use by companies of outside suppliers to design, install, and troubleshoot their computer systems, is a booming business. Some 20 competitors, including IBM and Electronic Data Systems, have entered the \$1.4 billion market, attracted by industry growth projections of 26 percent through the early 1990s. Systems integration is a risky business plagued by cost overruns, but supporters believe that the growing reliance of U.S. corporations on complex computer systems will ensure its success. The demand for systems integration has been boosted by the flurry of mergers and joint ventures, since these deals often involve incompatible computer systems.

# bulletin board

A CHECKLIST OF RECENT ANNOUNCEMENTS



Arlington Heights needlepoint; creation of River Bluffs Regional Library; Chicago third-grader's "NatureConnection"

## Cheers!

□ **Arlington Heights (Ill.) Memorial Library** recently installed a 122,500-stitch needlepoint wallhanging in its Youth Department. A gift from the Junior Woman's Club, the project took three years to complete.

□ **River Bluffs Regional Library (Mo.)** was created in February by a contract between St. Joseph Public Library and the Rolling Hills Consolidated Library. Trustee board presidents Lynn Watkins of St. Joseph and Neil Faucett of Rolling Hills signed the agreement.

□ **Omaha (Neb.) Public Library** for the first time in its history topped the two million mark in circulation last year. Lending of 100,000 music and video cassettes and compact discs contributed to the new high.

□ **The Metropolitan Library System in Oklahoma County** celebrated the arrival of 1989 with "Revel Without a Pause," a New Year's Eve party, where an anticipated crowd of 18,000 swelled to 30,000 before the revelry ended.

□ **Las Vegas-Clark County (Nev.) Library District** raised \$43,000 this year in its "Bucks for Books" fundraiser.

□ **Dick Cavett** was the special guest of the **Toledo-Lucas County (Ohio) Public Library** at a December program called "Library Lights—A Celebration of Service," capping the library's 150th anniversary celebration.

□ Some 40,000 households will receive the "Gift List" of the **Fremont Main Library** of the **Alameda County (Cal.) Library** system, thanks to Waste Management of North America, Inc. The company will pick up the distribution tab for the brochure, which has already garnered \$26,000 from donors.

□ **Des Plaines (Ill.) Public Library** graced the Christmas cards of the PlainsBank of Illinois last year, a gesture of good will from a "forever grateful" bank representative.

□ **Montrose Branch of the Houston Public Library** decorated a 15-foot "Tree of Life" in December with ornaments containing the names of people who have died of an AIDS-related illness. Some 150 people attended the lighting ceremony on World AIDS Awareness Day (Dec. 1).

## Funded

□ **Establishment of "NatureConnections,"** natural history collections for young readers at 42 sites in the library system; \$700,000 from the Chicago Community Trust to the **Chicago Public Library**.

□ **A two-year archivist's position**, to process the personal papers of E.W. Scripps at **Ohio University**, Athens; \$60,000 from the Scripps Howard Foundation. Scripps founded the first major newspaper chain in the U.S. His collection is considered to be one of the most important in American journalism. Former broadcast journalist Seth Lerner has been appointed to the post.

□ **Cataloging and preservation** of the rapidly expanding local history collection at the **Orange (Calif.) Public Library**; \$83,240 from the California State Library; Dan Lewis, project manager.

□ **Three-year microfiche program** to preserve some 14,000 cataloged Hebrew manuscripts in the collection of the Jewish National and University Library in Jerusalem; \$63,000 in outright funds and \$75,000 in matching funds from the National Endowment for the Humanities to **Hebrew Union College-Jewish Institute of Religion** in Cincinnati.

□ **Purchase of PBS video productions**; \$4.5 million from the John D. and Catherine T. MacArthur Foundation to 1,244 public libraries across the country.

□ **Establishment of the Center for Southwest Research**; \$5 million in federal funding to the **University of New Mexico General Library**.

□ **Microfilming of the City Archives** records from 1769 to 1861; \$65,000 from the National Endowment for the Humanities and the Greater New Orleans Foundation to the Louisiana Division of the **New Orleans Public Library**; Wayne Everard, project director.

## Product Potpourri

□ **Congressional Information Service** announces *Congressional Masterfile*, a CD-ROM system claimed to be the most comprehensive

file of historical congressional publications in existence. Contact CIS, 4520 East-West Highway, Suite 800, Bethesda, MD 20814-3389, 800-638-8380.

□ **Cybox Corporation** produces extender and companion products for the PS/2 family of computers and PC compatibles using VGA monitors. Contact Steve Thornton, Cybox Corp., 2800-H Bob Wallace Ave., Huntsville, AL 35803, 205-534-0011.

□ **Interactive Learning Systems** manufactures ReadRack, a "sky hook" for books. The device supports materials at desks or in study carrels without taking up surface space. Information: 7480 DeMar Rd., Cincinnati, OH 45243, 513-561-4740.

□ **Business Periodicals Ondisc** is UMI's first application of its newest CD-ROM-based full-text retrieval system, which integrates abstract and index databases with full-text image databases of journals on CD-ROM. Write: UMI, 300 N. Zeeb Rd., Ann Arbor, MI 48106.

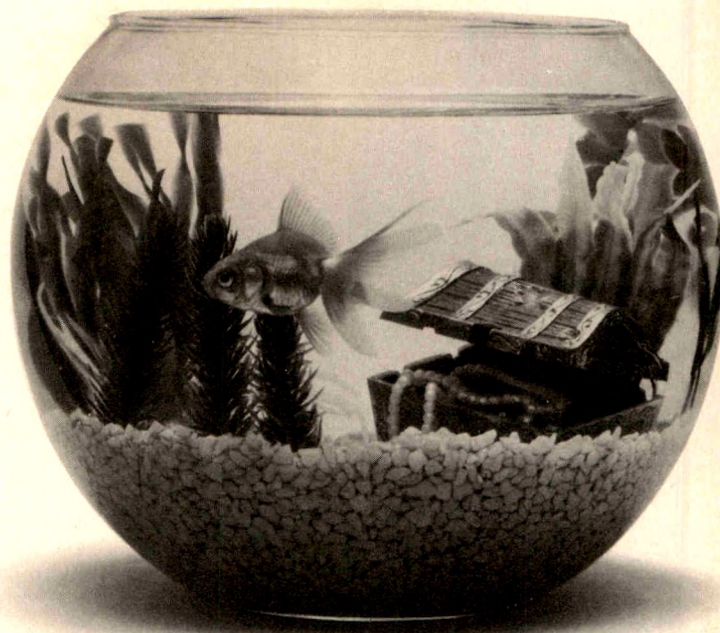
□ **Dataflight Software** announces version 4.0 of its Concordance Information Retrieval System. The successor to the 3.0 series features a user definable columnar report writer. Write: 10573 W. Pico Blvd., Suite 68, Los Angeles, CA 90064.

## Contract & Agreements

□ **Blackwell North America**—With Indiana University Libraries and Wisconsin Interlibrary Services for authority control. □ **CLIS**—With State Central Data Processing Authority for the University Libraries of the State of Mississippi for the DataLink communications module. □ **The Computer Company**—With the Research Libraries Group for authority control. □ **Dynix**—With Bethlehem (Pa.) Area Public Library, King's College (Pa.) D. Leonard Corgan Library, Mercer County (N.J.) Public Library, Niagara University (N.Y.) Library, and Nichols (Naperville, Ill.) Public Library for automated systems. □ **EBSCO and Data Trek** for a multi-faceted interface between the two systems. □ **VTLS**—With the American Library in Paris, the National Library of Malaysia, and Xavier University (New Orleans, La.) for automation systems. —L.K.



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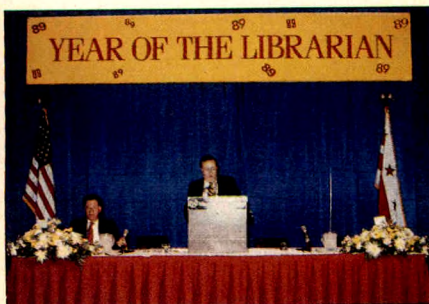
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William Summers announces NLW theme.

## Summers kicks off campaign for National Library Week

April 9-15 is National Library Week, and for the first time in its 31-year history the celebration concentrates on the people who serve in the library profession. At ALA's Midwinter Meeting in January, President F. William Summers reiterated "Ask a professional; ask a librarian" as the theme for the week and for a campaign to continue through 1989, the "Year of the Librarian."

Summers welcomed the campaign with an announcement: "To those of you who are concerned about changing images, I say the best way to change the stereotypes is to *break* the stereotypes—to show through our actions *and* words that we are dynamic professionals who make a significant contribution, that we are leaders not followers in the information age."

### 1989—YEAR OF THE LIBRARIAN

**Ask a professional.  
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**Promoting the Librarian**

**Tip number 1:** Try using the word librarian instead of library whenever possible in press releases, brochures, talks to community groups. Libraries don't just happen. Librarians make them happen. Give credit where credit is due: "The librarians at Anytown Public Library invite you..."

—P.R. Activity Report,  
ALA Public Information Office

## Cricket to pick it

The April issue of *Cricket* contains the rules of an essay contest the magazine is co-sponsoring with the Association for Library Service to Children, Center for the Book, Children's Literature Center of the Library of Congress, and Book-of-the-Month Club.

Librarians are invited to participate by organizing local competitions and forwarding winning entries to *Cricket* for national judging. Two topics are planned, for ages 5-9, and 10-14. First-place winners in both categories will take an all-expense-paid trip to Washington, D.C.

For details, send a self-addressed, stamped envelope to "Year of the Young Reader Contest," *Cricket*, 315 Fifth St., Peru, IL 61354, or call Robert J. Willmot, 815-223-2520. Deadline for receipt of entries is April 25; winners will be announced in July.

## Wanted: Library setting for 1990 Arbuthnot Lecture

Ashley Bryan, artist and scholar of African-American folklore and music, will give the 1990 May Hill Arbuthnot Honor Lecture. The Association for Library Service to Children (ALSC), sponsor of the program, invites libraries, library schools or departments of education in colleges or universities, and library systems or cooperatives to apply to host the lecture. Contact ALSC/ALA, 50 E. Huron St., Chicago, IL 60611. Deadline is June 1. This year's lecture by Margaret Mahy is hosted by the University of Pittsburgh April 23.

## Members call Program "much too heavy"

ALA's Conference Arrangements Office (CAO) recently tallied survey responses from 1,340 ALA members who evaluated the *Official Program* of the 1988 Annual Conference. Respondents agreed almost universally that the 135-page publication was useful but "much too heavy." Asked how often they used the program, 44.7% said two or three times a day, 35.1% said all day every day. Among the suggestions for lightening the load was publishing local information in conference preliminary programs.

Despite objections to the program's size, a large portion of respondents also had suggestions for adding "just one more thing." For a detailed report on the survey, contact Pier London, ALA/CAO.

**CORRECTIONS.** Feb. *AL*: In Arthur Gunn's "A Black Woman Wants to Be a Professional..." (p.154), Edward Christopher Williams attended New York State Library School during 1899-1900, not 1990. ALA's "Promoting Humanities Programming in Historically Black Colleges and Universities and Their Communities" is funded by the National Endowment for the Humanities (p.173) not the *Arts* ("ALA Alert," p.104).

## IFLA in Paris

The International Federation of Library Associations and Institutions (IFLA) will hold its 55th annual conference in Paris, France, August 19-26. Exhibits and programs will address the theme of "Libraries and Information in Yesterday's, Today's, and Tomorrow's Economy."

T.V. Travel, ALA's official travel agency for the conference, offers individualized itineraries with specially negotiated arrangements on TWA, American, and Air France. A Chicago-Paris nonrefundable, round-trip fare will cost \$791. The agency will assist with tours, arrange hotel reservations at special rates, provide \$150,000 worth of flight insurance at no charge, and handle visa applications. In addition, T.V. Travel will raffle one free coach round-trip ticket to a participant who books through the agency. Last year, a free trip to Australia went to Virginia Boucher of the University of Colorado. Call T.V. Travel at 800-826-9682, mention the Paris conference, and ask for Kathy.

For a conference circular with enrollment and hotel reservation forms, conference programs, and tourist information, send a self-addressed label and \$1.45 postage to Robert Doyle, Library/Book Fellows Program, ALA, 50 E. Huron St., Chicago, IL 60611.

## Dallas conference tidbits

Preconferences, program announcements, additions, and changes related to ALA's Annual Conference in Dallas, June 24-29. The preliminary Conference program will be mailed to all personal members this month. The June issue of *AL* will feature Conference highlights. For information, call divisions at 800-545-2433, in Illinois -2444, in Canada -2455.

•**Library fund raisers** will swap promotional items and strategies at the "Fund Fare Exchange" June 26, sponsored by the Fund Raising and Financial Development Section of the Library Administration and Management Association (LAMA). Items to share should be mailed in quantities up to 300 to Wayne Gray, Dallas Public Library, 1515 Young St., Dallas, TX 75201, by June 16.

•**"Local History, Global Village:** Regional Collecting, Regional Collections," a preconference produced by the Rare Books and Manuscripts Section of the Association of College and Research Libraries (ACRL), is set for June 22-23 on the campus of Southern Methodist University. Donald J. Pisani, associate professor of history at Texas A&M



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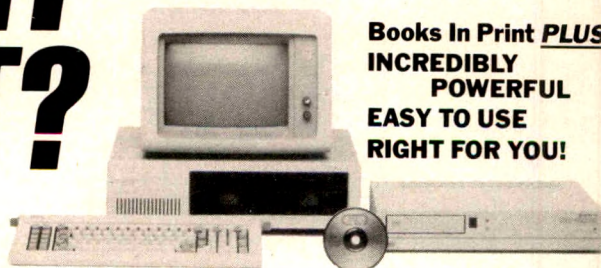
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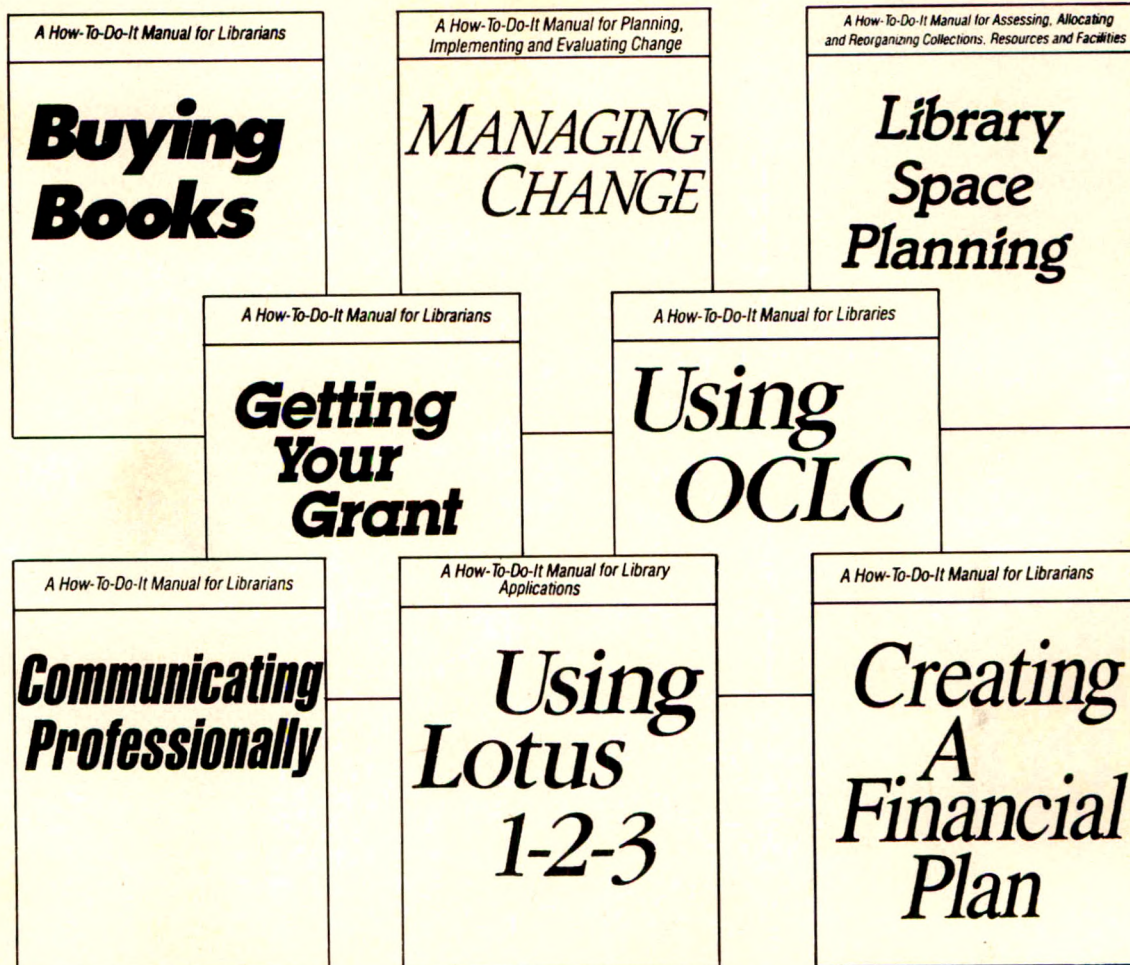
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University, will give the keynote address. Housing in SMU dormitories. Registration is limited to 200, at \$85 for ACRL members, \$110 for nonmembers. Deadline is May 15. Contact Mary Ellen Davis, ACRL.

•**The Public Library Association** Community Information Section (PLA/CIS) will offer customized tutorials on community information and referral June 26, 9 a.m.–5 p.m. Send a letter of interest by May 1 to Anne J. Hofmann, Chair, PLA/CIS Education Committee, New York Public Library, Donnell Library Center, 20 W. 53 St., New York, NY 10019. Individuals with three or more years experience in the delivery of I&R service are invited to serve as tutors. Send letter and resume. The number of sessions will be limited, and advance registration is required.

•**"Brave People Who Speak Their Minds:** The Elderly and Their Values" will be the topic of author Carol Bly's presentation June 26, 9–11 a.m., sponsored by the Library Services to the Impaired Elderly Forum of the Association of Specialized and Cooperative Library Agencies (ASCLA) and the Committee on Library Services to an Aging Population of RASD, and made possible by a contribution from the American Association of Retired Persons.

•**The Public Relations Section** of LAMA invites librarians to "round up your Grade A, prime library promotional materials" produced in 1988 to compete for the "1989 Best of Show Awards." Winning entries will be displayed at "The Best Little Swap Shop in Texas," June 25, 11 a.m. to 2:30 p.m. Winners of the John Cotton Dana Awards and the Library Public Relations Council's L-Percy Awards will also be on display. To enter "Best of Show," send six copies of materials by May 1 to "Best of Show," c/o Lisa Wolfe, Spokane Public Library, W. 906 Main Ave.,

Spokane, WA 99201. To enter "Swap & Shop," send 200–300 prime PR pieces by June 16 to: "Hold for ALA/Swap & Shop '89," Dallas Public Library, 1515 Young St., Dallas, TX 57201.

•**"The YA Connection:** Best Books Favorites, 1985–89," a *Booklist* Young Adult Forum, will be held June 25, 2–4 p.m. and will feature Sally Estes, Books for Young Adults editor; Hazel Rochman, assistant editor; and four former Best Books for Young Adults chairs: Eugene La Faille, Jr., Pam Spencer, Betty Carter, and Mike Printz.

•**"Illustrators on Illustration,"** the *Booklist* Children's Forum June 23, 8–10 p.m., will feature a slide introduction by Barbara Elleman, children's editor, and a panel of artists—Jan Brett, Lois Ehlert, Thacher Hurd, Keiko Narahashi, and Ashley Wolff.

•**"Costs and New Technologies:** Libraries, Networks, Utilities," sponsored by the Technical Services Costs Committee of RTSD, will take place June 25, 9 a.m.–12:30 p.m. Contact program chair Christian M. Boissonnas, Cornell University Library, 607-255-4969, or JoAnn King, RTSD.

•**Richard Rowe, Faxon president and CEO,** will be the featured speaker June 27, 9–11 a.m., at "Library/Vendor Data Exchange." The program is sponsored by the Commercial Technical Service Committee of RTSD. Contact Suzanne Sweeney, Stanford University Libraries, 415-725-2005, or JoAnn King, RTSD.

•**A preconference called "Dewey 20"** is scheduled for June 23, sponsored by the Cataloging and Classification Section of RTSD. The program will focus on the new edition of Dewey. Registration fee is \$90 for ALA/RTSD personal members, \$115 for members of ALA only, and \$140 for nonmembers. Contact JoAnn King, RTSD.

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• A tutorial entitled "Format Integration: Implementation and Planning" is offered June 27, 2-5:30 p.m., by MARBI (Representation in Machine-Readable Form of Bibliographic Information). Contact JoAnn King, RTSD.

**LIBRARY TECHNOLOGY REPORTS** is chock full of evaluative comment on library equipment and supplies. The latest issue reports on fax machines and includes laboratory test results on 19 types of low- and mid-volume high-speed equipment. Edited by Howard S. White, the journal is published six times a year by ALA. A subscription is \$155, \$95 for each additional subscription to the same address. Single issues are \$45, or \$25 to LTR subscribers. A companion *Sourcebook of Library Technology* is \$85, or \$50 for subscribers.

• "Take the Marbles Out of Your Mouth and Make Effective Presentations," a preconference featuring Anne L. Lipow, director of library institutional services at the University of California/Berkeley, is scheduled for June 23, 9 a.m.-4:30 p.m. The program is designed for professionals who make instructional presentations to groups of library

users, who are required to speak before trustees, potential donors or campus administrators, or who must give impromptu speeches. For registration forms, contact Margaret Mansour, RASD.

## ala help exchange

• The Library Microcomputer Templates Special Interest Group (LMT-SIG) invites librarians who produce macro programs or "templates" for IBM PC compatibles to exchange spreadsheet templates, macro programs for word processors, macro programs for databases, and compiled public domain programs. Obtain forms and complete instructions from Norman Howden, School of Library and Information Sciences, University of North Texas, POB 13797, Denton, TX 76203-3796, 817-565-2760 or Dan Marmion, AMIGOS Bibliographic Council, 11300 N. Central Expressway, Dallas, TX 75243, 214-750-6130. LMT-SIG is part of the Library and Information Technology Association of ALA.

• Education for library service to children will be the subject of a text to be published by ALA. The author would appreciate information about staff in-service training programs and/or joint early-childhood education programs at universities or children's services agencies. The author would also like to hear

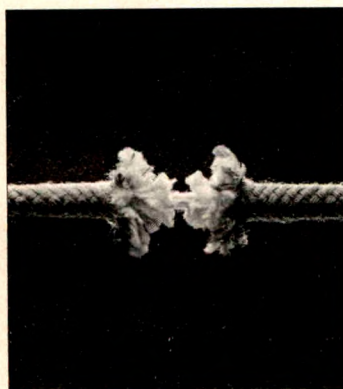
from anyone who holds the position of early childhood specialist (or similar title) in a library and about exemplary library programs in parent education and parent-child literature sharing. Write to Ellin Greene, Consultant in Library Services to Children, 113 Chatham Lane, Point Pleasant, NJ 08742.

• *Library Administration and Management*, published quarterly by the Library Administration and Management Association (LAMA), is planning issues for 1990 around the theme "Compassionate/Humanistic Management." Under that umbrella, individual issues will focus on "Team Development and Management," "Buildings and Equipment," "Automation and the Workplace," and "Reward System: Carrots or Sticks." In addition, editor Donald E. Riggs invites general-interest articles for possible publication as an "Editor's Selection." For details and guidelines for the submission of manuscripts, write the editor c/o ALA/LAMA.

• The Special Committee on the Election Process invites comments from members on running for ALA office. The committee, chaired by Peggy Sullivan of Northern Illinois University, will review the election process and make recommendations for policy changes to the Executive Board. Areas to be reviewed include appointments to and procedures of the Nominating Committee, timing of the election process, costs of campaigning and sources of funds, and methods of publi-

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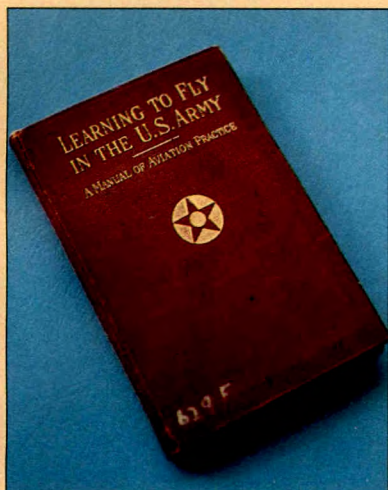
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cizing the elections and increasing membership participation. Reply by May 1 to Election Process Committee, ALA, Public Information Office.

- A computer files discussion group, established by the board of directors of the Resources and Technical Services Division, is a forum for an exchange of ideas among people working with or interested in computer file collections. Organizer Patricia Vanderberg says the group "will promote the availability, use, and bibliographic control of computer file collections; strengthen communication and cooperation among computer file archivists, librarians, media specialists, and others working with computer file collections; and contribute to their education and training. Contact Vanderberg at 212 Library, University of California, Berkeley, CA 94720, 415-642-2329.



**ALL-TIME ALA OVERDUE.** It was due July 19, 1917, at ALA's Soldiers and Sailors Camp Library, but *Learning to Fly in the U.S. Army* just arrived last month at ALA Headquarters, thanks to the efforts of Edward N. MacConomy of Alexandria, Va. A former division chief at the Library of Congress, MacConomy says he believes his uncle William E. Bailey, an undertaker and World War I veteran, who died in 1942, is probably the culprit. Is 72 years an ALA overdue record? We believe it is.

## ALA'S ATTIC: Curiosities from the ALA Archives

by Karen A. Schmidt



Field-side bookmobile stop, from the ALA Archives, University of Illinois.

### DURING PROHIBITION, EVEN BOOKS WENT ON THE WAGON

In the 1920s, traveling branches of the public library, or "book wagons," were the major means of extension service to many schools and rural areas. These early bookmobiles came in two styles: enclosed and open.

The enclosed version, precursor to the bookmobiles of today, accommodated about six patrons at a time and carried about 1,000 volumes. The more popular open wagons had bookcases built into the back of a pickup truck, and doors or sliding panels fixed onto the cases to protect the books during travel.

By 1930, the cost of purchasing a half-ton Ford truck and converting it into a bookmobile was a whopping \$1,150.

Bookmobiles, like the one pictured above, were the only libraries in many farming communities, and by 1940 residents had come to rely on them for factual reading to solve practical problems in their daily lives.

How were these book wagons received in the communities they served? In 1929, a librarian in Cincinnati, Ohio, reported hearing a skeptic tell a friend that he'd "seen many things hauled in trucks—from 'hawgs' to circus calliopes—but I'd be switched if I ever before seen a truckload of books."

Karen A. Schmidt is acquisitions librarian at the University of Illinois/Urbana-Champaign.

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Author Mary Breasted reads a statement Feb. 24 on the steps of the Carnegie Library of Pittsburgh. Standing behind Breasted is library director Robert Croneberger. About 50 people, including librarians and University of Pittsburgh library school faculty and students, took part in the Feb. 24 rally. (Photo by Tony Tye, courtesy of the Pittsburgh Post-Gazette.)

#### (Rushdie cont. from p. 289)

that staffers have volunteered to go out and purchase it in defiance of the protests.

Massoud Pourfarrok of New York Public Library's Oriental Division objected to the media attention directed at the Rushdie affair and not at other severely oppressed artists. "As a librarian I object to censorship," the Iranian-born Pourfarrok told *AL*, "But since the revolution there have been many artists, novelists, filmmakers, and poets executed in Iran."

#### Authors vs. the Ayatollah

Around the country, authors held library readings from *The Satanic Verses* to show solidarity with Rushdie. At the beginning of a Feb. 25 program at the Atlanta-Fulton Public Library, a small group of Muslims carrying signs and shouting "Death to Rushdie" interrupted novelist Anne Rivers Siddons. At first some of the crowd of 200 writers and others shouted back and tried to evict the Muslim protesters, but Siddons and other organizers of the rally appealed for fairness.

"We offered to give the protesters equal time at the podium," author Natalie Depree told *AL*, with Muslim speakers alternating with authors. Depree said the Muslim protesters made statements that consisted of "a lot of rhetoric," but they were passionate in their defense of the Ayatollah. The authors also read from the works of Judy Blume, Henry Miller, and other banned writers, and closed with the

entire group reading the First Amendment in unison.

#### ALA's response

ALA responded swiftly to the Ayatollah's Feb. 14 death threat against Rushdie. On Feb. 17 ALA President F. William Summers sent President Bush a telegram urging him to immediately make a statement regarding Khomeini's "outrageous" actions. "The weight of world opinion must be brought to bear on such conduct, and we urge you to take an immediate lead in doing so," the telegram concluded.

The same day, ALA joined with a dozen writers' organizations in a letter to Mohammad Ja'afar Mahallati, the Iranian ambassador to the United Nations, urging that "the death threats and bounty for Rushdie be publicly and immediately withdrawn."

The letter acknowledges the rights of Muslims around the world to peacefully demonstrate their feelings and protest, but asserts that authors must be allowed to present their views "without fear of reprisal or threats of death. Respect and tolerance for the views and opinions of others—no matter how divergent they may be—are the foundation which makes the civilized relations among nations possible."

ALA also joined with the American Booksellers Association and the Association of American Publishers in taking out a full-page advertisement in the *New York*

*Times* on Feb. 22, the official publication date of *The Satanic Verses* (the ad appeared in the *Times*' national edition Feb. 27). The ad stated, "In the spirit of America's commitment to free expression we inform the public that this book will be available to readers at bookstores and libraries throughout the country."

At a Feb. 23 press conference at the National Press Club in Washington, D.C., ALA President-Elect Patricia Berger read the statement of the newly formed International Committee for Free Expression protesting Khomeini's actions, and answered questions from reporters. ALA joined 26 organizations and about 70 individuals in signing the statement.

ALA's Office for Intellectual Freedom continues to monitor the situation and offer support to concerned librarians. "I'm appalled that the head of a nation that is integral to the world community would take an action that is so uncivilized," said OIF Director Judith Krug. "At the same time, I am absolutely delighted with the actions of librarians. The way they stood up was a real feather in our cap."

However, Krug expressed concern about what appears to be a lack of information on Islam in library collections that would show why Rushdie's novel upset Muslims. "We have some serious holes in our religious collections," she said. "The first one is material that explains what Islam is all about." □

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(News Fronts, cont. from p. 287.)

700 signatures, told the board's policy committee, "This is not censorship. Seven hundred parents don't want their children to take out R videos."

After listening to the parents, the committee decided to amend the policy to allow loans to minors whose parents have filed written permission forms with the library. The new policy was to take effect on Apr. 1.

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Specification for CD-I (Compact Disc-Interactive) has been distributed by Sony Corp. and N.V. Philips to CD-I licensees worldwide, bringing CD-I hardware and software products a step closer. Known as the Green Book, the specification will allow licensees to develop compatible products to hasten the new technology's acceptance and market penetration.

CD-I provides high quality audio and video, as well as text and data, under user control. Philips' General Manager for CD-I, Gaston Bastiaens, interviewed in *CD-I News*, envisioned a CD-I encyclopedia that

would present information in several different ways: "a short audio/visual sequence" for general background, then "...choosing a word or subject for more in-depth study. Jumping to another topic without losing your place..."

He also suggested being able to call up information on actors while watching them perform, or displaying an opera's libretto in a choice of languages, or removing one singer's voice and replacing it with your own.

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## QUICK BIBS: New and recent books on a timely topic

by Bill Ott

Bill Ott, who writes this column free-lance for American Libraries, is editor of ALA's Booklist.

### BASEBALL

AS OF THIS WRITING IT'S FREEZING in Chicago, the Cubs have lights at the ballpark but no arms in the bullpen, and the White Sox haven't the slightest idea Who's on Third. Similar refrains, though perhaps not quite so melancholy, are being heard in major-league cities across the country.

It's spring training time, after all, and a new baseball season is just a few Grapefruit-League games away. Along with the smell of fresh-cut grass (or newly vacuumed astroturf), the sound of ball meeting bat, and the promise that just maybe this year's batch of bright-eyed phenoms will know how to hit the curve, the coming months will bring baseball books by the dozens.

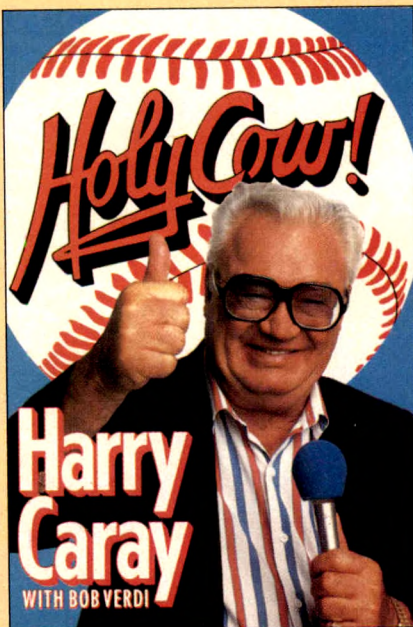
This is the sixth year Quick-Bibs has looked at hardball in hardcover, and the field is more crowded than ever. The seven titles listed below should be thought of as lead-off hitters. They're certain to get your season off to a good start, but they're by no means the whole roster. This year the dugout is full of books.

Allen, Dick and Whitaker, Tim. *Crash: The Life and Times of Dick Allen*. Ticknor & Fields, 1989, \$17.95 (0-89919-657-8).

Sports autobiographies come and go like White Sox third basemen: uninspired and interchangeable. Dick Allen's book breaks the mold, however, which is no surprise since the iconoclastic, outspoken Allen was that kind of player. His recounting of his 13 controversy-filled years in the majors and his post-baseball career in horse racing is an unbuttoned delight.

Boswell, Thomas. *The Heart of the Order*. Doubleday, 1989, \$18.95 (0-385-19967-8).

Washington Post staffer Boswell is the acknowledged king of today's baseball beat writers, and this collection of recent columns shows why. Whether he is reflecting on World Series past or probing the mysteries of hitting, Boswell favors close analysis over



**Voice-of-the-Cubs Harry Caray turns raconteur in *Holy Cow!***

impressionistic reverie. Unlike so many baseball commentators, in print and on the air, he never fails to tell you something you didn't know.

Caray, Harry and Verdi, Bob. *Holy Cow!* Random/Villard, 1989, \$17.95 (0-394-55103-6).

Not many play-by-play announcers could command a national audience for their autobiographies, but Cubs-broadcast voice Harry Caray is an exception, thanks to personal charisma and the power of superstition WGN, which brings Cubs games to all 50 states. Caray's writing (with Bob Verdi's help) proves as infectious as his talking in this reminiscence of 40 years behind the microphone.

Dickson, Paul. *The Dickson Dictionary of*

*Baseball*. Facts on File, 1989, \$35 (0-8160-1741-7).

What's the difference between a *Baltimore chop* and a *can of corn*? Dickson will be happy to tell you in this chatty, entertaining guide to the ever-colorful language of baseball. Far more than a reference book, the text provides delightful browsing for anyone who has ever wondered just what aspirins have to do with fastballs (E.G., "Koufax was really throwing aspirins out there today").

Higgins, George V. *The Progress of the Seasons: Forty Years of Baseball in Our Town*. Holt, 1989. \$18.95 (1-55858-0913-2).

Novelist Higgins—a lifetime New Englander—reflects on four decades of rooting for and being disappointed by the Boston Red Sox. Like so many baseball books, Higgins' moving, bittersweet saga is about fathers and sons, about the way baseball offered a link connecting three generations of Higgins men: "It never, never ends, all this Red Sox argle-bargle, and in a world where so much does, that is no small comfort."

Starr, Bill. *Clearing the Bases: Baseball Then & Now*. Michael Kesend, 1989, \$18.95 (0-935576-30-4).

Old-timer Bill Starr believes, contrary to most experts, that the caliber of modern baseball is worse today than it was in the 1920s and 1930s. The players may be bigger, faster, and stronger, he argues, but their skills don't match the Honus Wagners and Ty Cobbs. Starr won't settle this perennial dispute, but he does a good job of puncturing the posturings of today's statistic-obsessed "sabermetrics."

Zinsser, William. *Spring Training*. Harper, 1989, \$16.95 (0-06-016059-4).

Zinsser isn't the first writer to rhapsodize about the special pleasures of spring training, but he just may be the first to look closely at one aspect of the annual rite: "that once-a-year relationship between a major league team and its wintertime town." Bradenton, Florida, is a sleepy trailer-park kind of town except when the Pittsburgh Pirates come to visit. Mixing local history and baseball lore, Zinsser emerges with delightful piece of Americana. □

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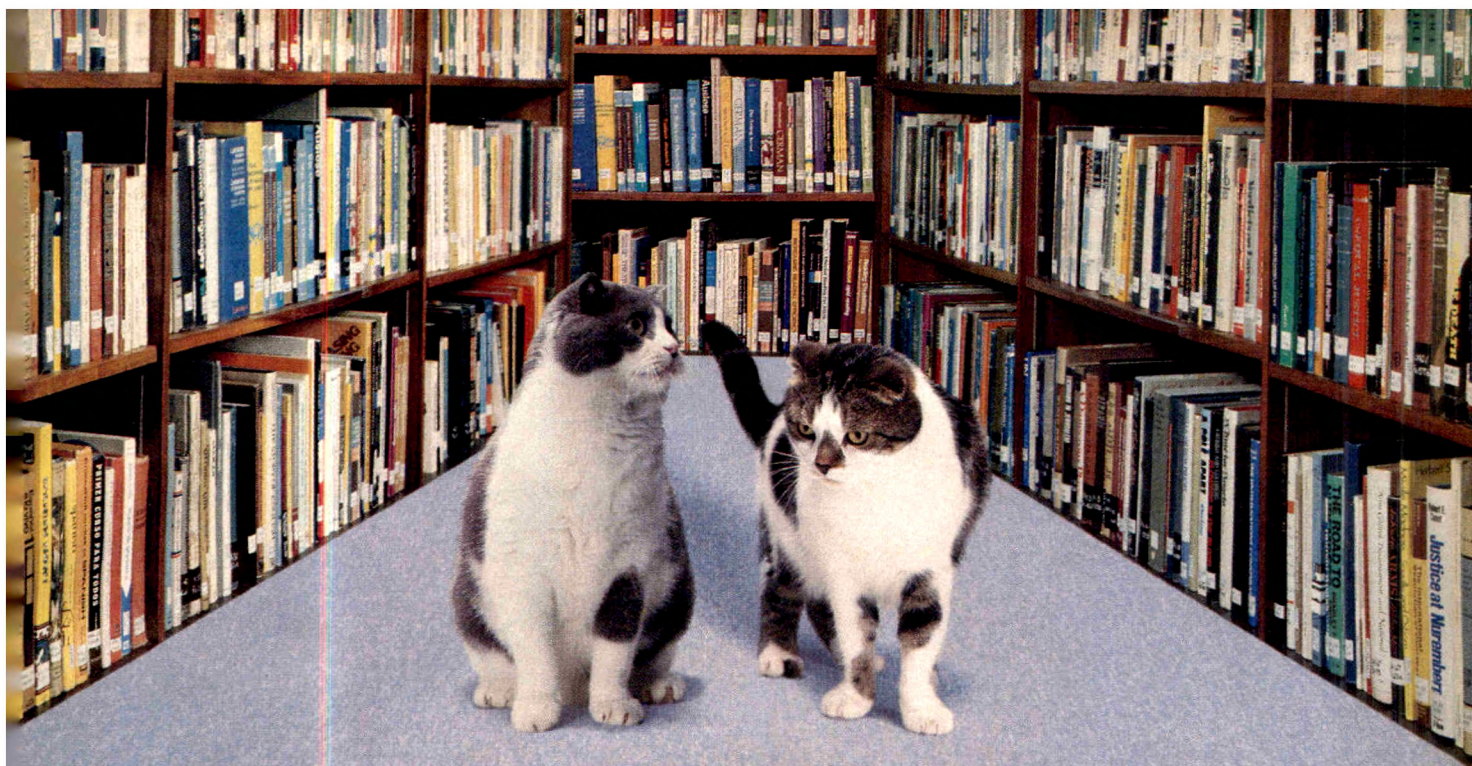
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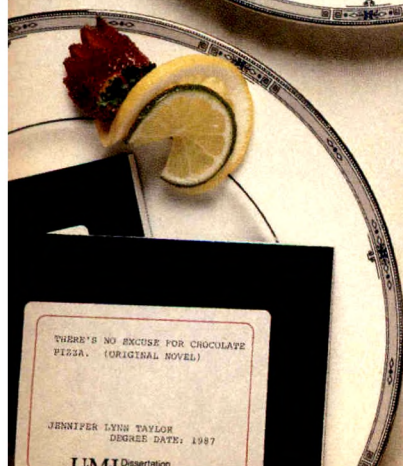
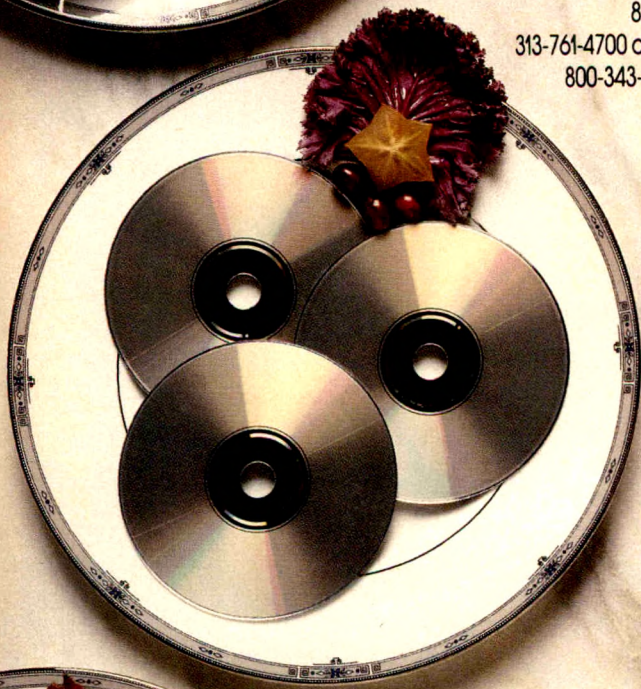
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ALA/RASD's Reference  
Sources Committee for this  
year's list of outstanding  
reference sources (see p. 401).  
Photo courtesy of the  
Bibliothèque Nationale Paris.



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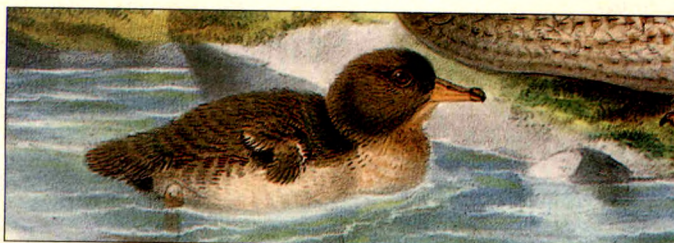
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### Outstanding reference sources.

In its 30th year,  
ALA/RASD's Reference  
Sources Committee selects 28  
titles, including a first-ever  
CD-ROM reference tool.  
*Edited by Linda J.  
Sammataro.*

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## The R word in an R-less month

A MONTH WITHOUT AN R, such as May, is a risky time for eating oysters and for practicing library reference services. In fact, according to my personal librarian, the ancients inserted an r in eight of the months to mark the most propitious alignment of reference forces. Take caution in personing the Information Desk May through August.

May is when perennial library characters are energized by the weather and by such NLW themes as "Ask a Professional." Shoe Lady, Leather Man, Ten-Question Thomas, Sports-Bar Betty, and Clint Westwood are back, with new challenges for reference skills.

In May, just when student traffic slows, reference librarians face their professional backlog: new and monstrous compendia to ingest; CD-ROM databases flying in like frisbees, each with its own sly software to learn and teach; a thousand small-print reference reviews to pore over, most of them spiced by such phrases as "... *BLCHH 2 was being found to have been a virtual reprint of BLCHH 1 when it was discovered that BLCHH 3, Supplement 1, will have been issued before this review was to have been published...*"

May is when reference staff look forward to regional workshops on NETNET, NITNET, and NUTNET and to such national-conference offerings as "Burning Out on Burn-Out" and "Bibliographic Instruction in Post-Bulgaroctonus Bulgaria."

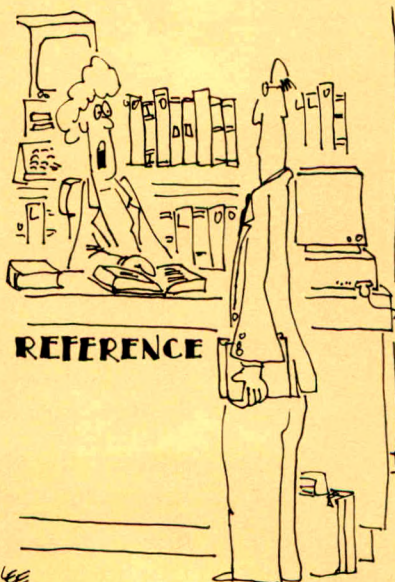
According to my personal librarian, May finds reference workers awash in guilt over the following sins: Missing half the non-directional questions; counting directional questions as non-directional; profaning problem patrons; envying information brokers; suggesting a fee service; not knowing where Dolly Parton gets her wigs; pointing to the rest rooms; and declining to take part in the reference librarian-serials cataloger exchange.

Guilt is normal for people with the uncanny dedication and intellectual qualities of reference workers. I'd often wondered how reference staff hold so much information in their heads, and finally my personal librarian explained that reference skills are housed in the brain's corpus callosum, that band of fibers linking the two hemispheres. As I understand it, left-brain-dominant librarians excel in systems design and shelf-straightening, while right-brainers are masters of collection building and drawing hats on the library logo. But the ones who put it all together at the front lines are those with the super-charged corpus callosi.

Interestingly enough, the April 11 *New York Times* reported that women seem better equipped than men in the corpus callosi department, though nothing was said of the Implications for Advancement in Reference Services of Sex-Related Inequities in that cerebral organ. That's for the library profession to put on its research agenda, along with a metabolic analysis of reference librarians in the oysterless interlude.

—A.P.

"We've served you quite enough information for one evening, Mr. Maloy; I'm cutting you off."



Richard Lee

## american libraries

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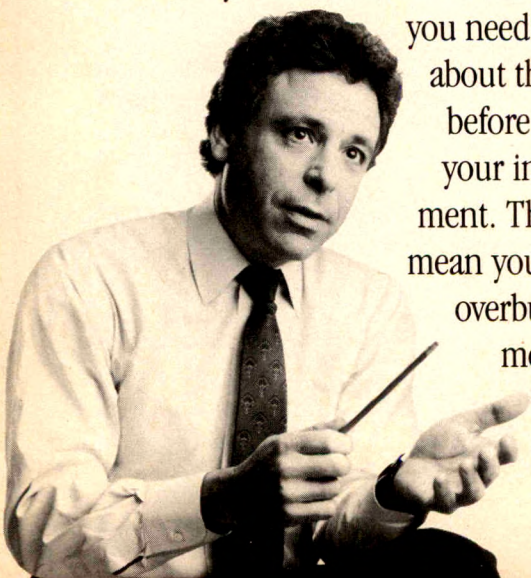
Be sure your automation company shows flexibility in software *and* hardware. It should offer an "open systems" architecture. This will let you start off within your budget, then extend services incrementally over time. So you won't have to scrap one system and replace it later with something totally different and much more costly, requiring you to go back again for major funding.

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## Librarians win pay-equity gains on East and West coasts

Librarians at Montgomery County (Md.) and Los Angeles County (Calif.) public libraries have won rounds in long-standing pay equity disputes with their respective employers.

Entry-level librarians at Montgomery County now earn \$25,811, a 5% increase. Beginning professionals at Los Angeles County Public Library now receive \$26,757, a 12% jump. Half the gain is a grade-level boost; the other 6% is an increase all LACPL staffers won.

In both library systems, most experienced librarians and paraprofessionals received comparable salary boosts.

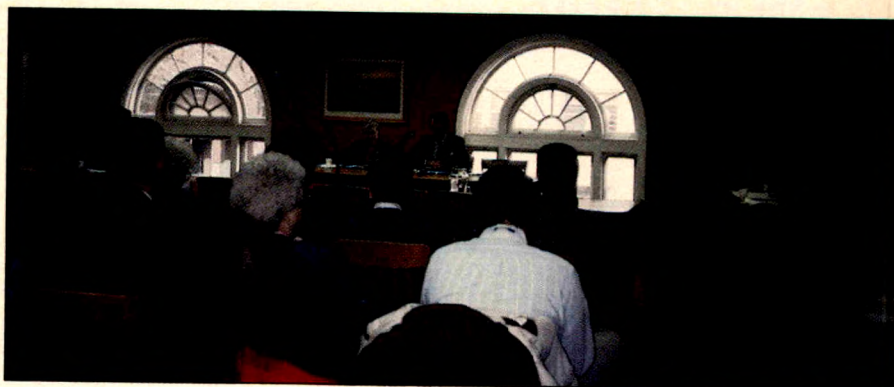
Described by Montgomery County librarian Agnes M. Griffen as "a long, involved process," the Maryland increase took some nine years to materialize. After critics faulted a 1980 county job study for undervaluing job skills needed in female- and minority-dominated service professions, the county voluntarily authorized an independent second study. The result: higher pay for eight of the 12 professional librarian grades and for nine out of 10 paraprofessional steps.

One factor cited in the upgrade, according to the *Washington Post*, was the challenge of increased contact with "de-institutionalized people" and latchkeys.

Jan. 27 was the day Los Angeles County librarians and paraprofessionals got their raises, ending, out-of-court, a class-action suit filed by librarian Linda Siggins in June 1986. Since Sept. 30, 1987, county library employees had been working on a day-to-day extension of their expired contract while representatives from LACPL workers' Service Employees International Union negotiated career ladder and wage differences. Siggins told *AL* that librarians and paraprofessionals rejected one wage hike in summer 1987 because the offer to paraprofessionals was too low.

Says Siggins about the new agreement: "For the first time there are real career ladders [at Los Angeles County Public Library] and we finally feel we are being treated like professionals." An LACPL veteran of almost 20 years, Siggins was upgraded to regional collection coordinator of the East Region branch under the new classification system, which added one paraprofessional and three professional grades to library ranks.

—B.G.



A March 31 LSCA hearing in the hinterlands preceded the April activity in Washington, D.C. U.S. Reps. Pat Williams of Montana and Jolene Unsoeld of Washington State (at table) came to the Flathead County Library, Kalispell, Mont., where they heard Library Dir. Georgia Lomax and others testify on LSCA's local importance.

## LSCA vs. LSIA: battle lines are drawn at joint hearing

At a joint congressional hearing held on Legislative Day, March 11, senators and representatives heard the Bush administration present its plan for a new Library Services Improvement Act. Following the administration's proposal, members of the library community defended the existing Library Services and Construction Act before the House Subcommittee on Postsecondary Education and the Senate Subcommittee on Education, Arts, and Humanities.

Charles Kolb, deputy undersecretary for the Department of Education's Office of Planning, Budget, and Evaluation, opened the hearing by claiming that the basic purpose of LSCA, to expand library services to every community, has been substantially achieved over the past 30 years. The new proposal, said Kolb, "emphasizes activities that are still needed"—particularly services to the economically disadvantaged, resource sharing, and research and assessment—"while discounting those that are well established." The administration has asked for an authorization of \$137.2 million for the program.

### Librarians back LSCA

ALA "strongly supports reauthorization of LSCA as currently focused," ALA President F. William Summers told the subcommittees. "The great strength of LSCA," said Summers, "is that it is targeted to the improvement of library services, but within that overall purpose it allows the states and localities great flexibility." ALA recom-

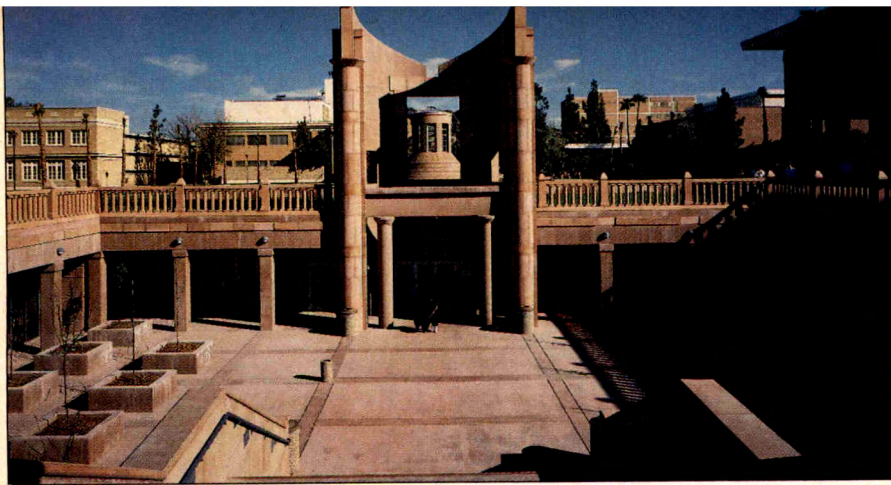
mended technical amendments to improve the efficiency of LSCA, an increased emphasis on the use of technology, an LSCA preservation component, and increased authorization for literacy projects.

California State Librarian Gary Strong, representing the Chief Officers of State Library Agencies, also supported reauthorization of LSCA, citing its value as a "state-based program which allows each state to develop the programs which meet particular and special state and local needs."

Other witnesses representing different types of library services and aspects of LSCA were: Sara A. Parker, Pennsylvania state librarian, who spoke on literacy efforts under LSCA Title VI; R. Earl Beck, chair of the Mississippi Library Commission, who gave specific examples of library services funded by LSCA; and Dorothy Elliott, director of St. Joseph (Mo.) Public Library, who discussed library technology. Also, George Abrams of the Seneca Nation of Indians in New York spoke on service to Native Americans under LSCA Title IV; Dale Thompson, assistant director of Providence (R.I.) Public Library, detailed the needs of urban libraries; Jane Hatch, director of the Southwest Kansas Library System, covered rural services; and Samuel Morrison, chief librarian of Chicago Public, spoke on the use of HEA II-B fellowships to recruit people into the library profession.

Rep. Pat Williams (D-Mont.), chair of the House subcommittee, said he hoped to introduce a reauthorization bill within a month or so and put it on a quick legislative track.

—G.F.



## Two subterranean libraries dedicated

Two acres of space underground are occupied by Arizona State University's \$11.8 million library addition (above), which opened Jan. 23. Architecture One of Phoenix and Sasaki Associates of Watertown, Mass., were the architecture and landscape design consultants.

University Librarian Don Riggs said the largest green space on the Tempe campus was selected as the site, which the builders excavated—palm trees, grass, and all. After the library addition was finished, the greenery was replaced.

The two-story addition to the main Hayden Library accommodates 1,500 patrons and houses 375,000 volumes, mainly bound, current, and microfilmed periodicals. "I believe it

is the largest installation in a university library of compact shelving open to all users," said Riggs. Wired for high tech, the building features two computer rooms that allow students to bring in their own computers to connect with the university broadband system.

Park College in Parkville, Mo., dedicated its 48,000-sq.-ft. underground McAfee Memorial Library and 60,000-sq.-ft. Mabey Learning Center Jan. 28. Robert Wedgeworth, dean of Columbia University library school and a one-time Park College head librarian, gave the dedicatory address. The excavation of limestone rock for the construction began in 1981 in what will eventually become 6 million square feet of underground campus space.

## News Fronts

Associate director for public services at MIT since 1985, Baker previously served as assistant director there, and has also served at Johns Hopkins and Northwestern Universities. —T.G.

## NYPL's Healy to AL readers:

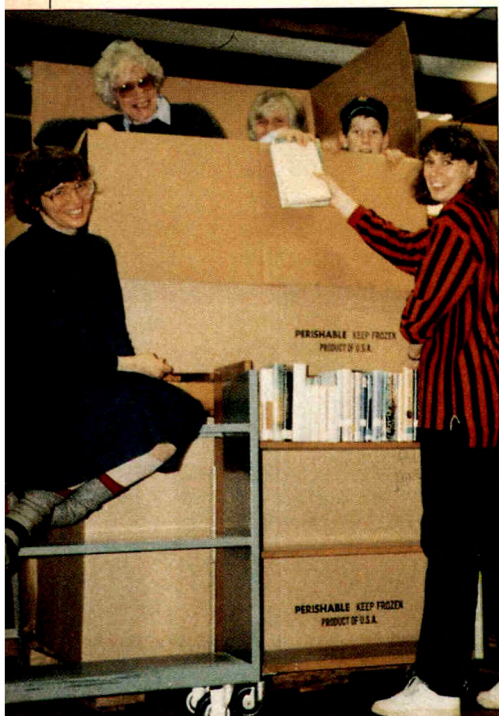
### "I will work for you, . . . learn 'people's library' aspect" of job

Protests over the appointment of a Jesuit priest to one of the nation's top library posts continued into National Library Week, two months after the announcement that Timothy S. Healy was named successor to Vartan Gregorian as president and chief executive officer of the New York Public Library (*AL*, April 1989, p. 279). In an April 14 interview with *AL*, Healy dismissed recent charges in the *Village Voice* that his vow of obedience to the Roman Catholic church makes him unfit to hold the powerful secular post. Supporters of the appointment call the criticism anti-Catholic bigotry.

Fueling the latest flap is a seven-year court battle to force official recognition of a gay student group at Georgetown University, where Healy is currently president. Opponents of the NYPL appointment, including some library staff, fear Healy could institute discriminatory policies at the library based on church doctrine. Healy told *AL*, "Such a situation is unimaginable outside a Catholic context. Over my seven years [as vice-president] at the state-supported City University of New York, I was called a lot of names, but I was never accused of having an *arrière pensée* in the back of my mind." He said, "At New York Public, I will work for the board of trustees; I will work for you [librarians]. In the unlikely event that an irreconcilable conflict arose, I would resign."

Other critics object to the appointment because Healy, who has a doctorate from Oxford, is not a librarian. He told *AL* he saw nothing unusual about his lack of an MLS: "Having a scholar head the library is a tradition at the Bodleian." He called the New York Public Library a similar "treasure," which it will be his "responsibility to keep—as spokesman, defender, and fundraiser." He said NYPL Director Richard De Gennaro has the real job of "running the library."

"What I have to learn," Healy added, "is the 'people's library' aspect—it's another whole dimension, reaching out to absolutely every part of the community." He told *AL* the controversy "gets pretty bromed after a while," and "getting out to visit all the branches is a much more interesting idea." —L.K.



**STORAGE FOR FISH STORIES.** When the Ketchikan (Alaska) Public Library had to move all its books off the shelves to install new carpeting recently, the staff used "fish totes"—boxes normally used to transport fish, donated by Ketchikan Seafoods—to store the volumes. Staff members climbed into the boxes just for the halibut.

## New dean, not consultants, will run Washington U. libraries

Washington University libraries, St. Louis, Mo., under the stewardship of two acting deans since the Feb. 1987 resignation of Charles Churchwell, has named Shirley K. Baker dean of university libraries. Baker, currently associate director of libraries at Massachusetts Institute of Technology, assumes her duties Aug. 1.

Churchwell, dean in 1978–1987, resigned to protest the imposition of an outside consultants' plan to reorganize the library and cut staffing by about one-third (*AL*, April 1987, p. 238). Following his resignation, eight staff were laid off and the consultants' plan was adopted. A month later, library staff protests resulted in installation of Law Librarian Bernard Reams as acting dean and the departure of Alexander Proudfoot consultants from campus.

Baker told *AL* she would "reap the benefits" of the work of acting deans Reams and Burton Wheeler, professor of English and religion, and that the chancellor, provost, and the faculty were "committed to supporting the library." An 18% library budget increase for the 1989–90 fiscal year was a "clear sign to candidates [for the deanship] that the university is serious about developing the library," she said.

## LAPL wins major bond vote; \$53.4 million, 29 projects

Proposition 1, Los Angeles Public Library's crucial, \$53.4-million bond issue, received a 68.2% yes vote in an April 11 city election. Because state law requires a two-thirds majority for local funding initiatives, the apparent landslide was a narrow victory for a system wracked by arson and earthquake. A \$90 million LAPL bond is-

## ALA ALERT

### QUICK GUIDE FOR MEMBERS

- Candidates for ALA president respond to the prescribed \$100,000 salary minimum for the Association's next executive director: p. 468.
- *American Libraries* summer school to commence in June with "Management for Tough Times": p. 389.
- NEH support to put ALA/Smithsonian "Seeds of Change" exhibit on the road: p. 462.
- *American Libraries* editor Art Plotnik to resign this fall: p. 462.
- Committee on Accreditation okays four graduate programs in library education: p. 465.
- Actor Raymond Burr narrates new ALA career video: p. 465.
- "Liberty and Violence" reading and discussion program examines the French Revolution: p. 465.
- Preregister now for Annual Conference placement service in Dallas: p. 465.
- Professional recruitment gets a boost as OLPR campaign spreads to national media: p. 466.
- PLA establishes International Study Award: p. 466.
- Helen Lenart is new PLA program officer: p. 466.
- New Headquarters librarian is Charles Harmon: p. 462; HQ library stocks Soviet titles: p. 466.
- New issue of *Library Video Magazine* is available as a single; focuses on AIDS, the FBI, affirmative action, latches, and country music: p. 467.

## American Libraries Washington Wire

**General Accounting Office reports on microfiche mess.** The General Accounting Office has responded to a congressional request to audit the Government Printing Office's microfiche procurement procedures (AL, Sept. 1988, p. 641-644). The Joint Committee on Printing asked GAO to review GPO's relationship with Automated Datatron, Inc. (ADI), and its efforts to develop alternative sources of supply.

GAO found that the GPO's backlog of undelivered microfiche to libraries resulted from ADI's default for poor performance, delays caused by subsequent ADI protests of GPO actions, and the time taken to find replacement contractors and test their fiche to ensure quality standards.

Although three new contractors are now producing microfiche for GPO, GAO believes the shortage will continue, at least over the short term. All the new contractors have been denied at least one additional contract because of quality problems or late deliveries. In addition, much of the material produced by the new contractors is backlogged awaiting quality testing by GPO, and GPO also has a backlog of documents to be sent for conversion to fiche.

The report, *Procurement: Government Printing Office Supply of Microfiche to Libraries Disrupted* (GAO/GGD-89-44) is available from the U.S. General Accounting Office, P.O. Box 6015, Gaithersburg, MD 20877 (202-275-6241). The first five copies are free; additional copies are \$2 each.

**Sen. Leahy receives first Madison Award.** The presentation of the first Madison Award to Sen. Patrick Leahy (D-VT) for championing access to information was a highlight of this year's celebration of Freedom of Information Day in Washington. The award was presented to Leahy by the Coalition on Government Information and the National Security Archive at a March 16 Senate Office Building reception attended by some 225, including Rep. Robert Wise (D-WV), new chair of the House Subcommittee on Government Information, Justice, and Agriculture.

**Quayle on freedom of information.** At a Freedom of Information Day luncheon held at the National Press Club, Vice-President Dan Quayle was asked how he and President Bush will encourage public access to government information. "We have the FOIA [Freedom of Information Act]," Quayle replied. "We have the idea that we want to have an informed public. I know as well as anybody from time to time that there are not only reluctances but obstacles that may be placed in the way of getting that information. But I know the President and I strongly concur that we want to get information out to the public. An informed public is a strength that our democratic system has."

**Typo costs National Agricultural Library \$1 million.** A typographical error in last year's agricultural appropriations bill resulted in a \$1 million loss for the National Agricultural Library. A March 15 *Washington Post* story reported that the library was supposed to get just over \$14 million for FY89, but the bill signed by President Reagan stated the figure as \$13 million. Such errors are usually corrected by a supplemental appropriations bill, but legislators are reluctant to go that route this year out of fear that it would open the door to other spending proposals.

Associate Director Samuel T. Waters told the *Post* that the glitch was affecting NAL activities: "We've cut back travel, publications. It hasn't crippled us, but we're assuming we had better be cautious in case a correction doesn't occur." And observers see that as a distinct possibility, considering the library's lack of clout. "This agency doesn't have that much visibility to start with," a congressional aide told the *Post*. "Of all the people to stiff...."

**Law librarians oppose OMB proposals.** At its March meeting, the American Association of Law Librarians passed a resolution opposing sections of the proposed Office of Management and Budget revisions to Circulars A-3 and A-130 that would have the effect of restricting dissemination of government information. The resolution also calls for the revision of Title 44 of the U.S. Code to include electronic information among the materials offered to depository libraries. The association also approved resolutions urging Congress to pass federal legislation to protect patron confidentiality and supporting the second White House Conference on Library and Information Services. —Gordon Flagg

(*Washington Wire* draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for its contents.)

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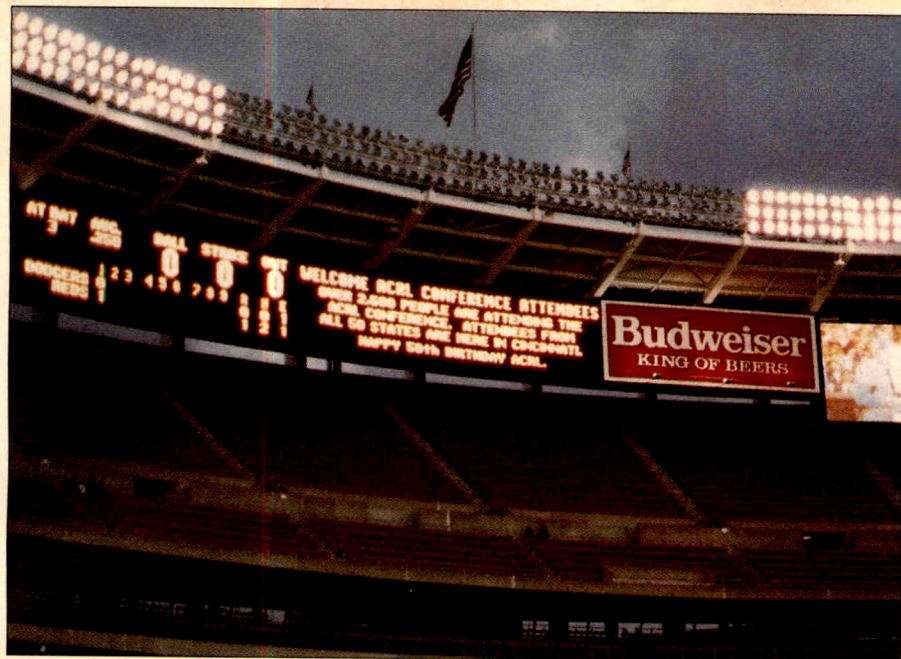
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**ONLY THE DODGERS WERE LOSERS.** The scoreboard at Cincinnati's Riverfront Stadium welcomes ACRLers to A Night at the Reds. ACRL President Joe Boisse threw out the first ball, ACRL member Julie Houston sang the

National Anthem, and hundreds of ACRL conferees cheered their own—and the victorious Reds. Full *AL* coverage of ACRL's record-breaking Fifth National Conference will appear in June.

#### (LAPL bond, cont.)

sue was rejected in November 1988 with a 62.37% vote (*AL*, Dec. 1988, p. 917).

The bond will fund expansion, rehabilitation, and improvements to 26 branches and construction of three new facilities. It was broadly supported by city officials including Mayor Tom Bradley, who won reelection with 52% of the vote.

LAPL Public Information Director Bob Reagan told *AL* the low voter turnout of some 18% was worrisome because low turnouts tend to be more conservative. But he credited an "enormous campaign" to convince voters of the library's needs. Acknowledging that 29 simultaneous building projects will create an "enormous workload," he added, "but we'll gladly do it."

Reagan also told *AL* that Los Angeles will be an exciting professional environment for librarians as a result of the victory. "We have to build three libraries—and hire librarians to run them. Young librarians should think about LA as a place to start their careers." —T.G.

### Tallahassee gets its library after 80 years of "wriggling"

Leon County, Fla., boasts a state university, a large library school, and the state library. Ground was broken March 4 in Tallahassee for Leon County Public Li-

brary's first permanent home. Therein lies a tale.

Nearly 80 years ago, county leaders refused Carnegie Corporation funding for a public library in downtown Tallahassee because Carnegie funding required that blacks have access to the library. As a result, nearby Florida A & M University became the recipient of a Carnegie library, which now houses the Black Archives Research Center and Museum.

For decades after refusing Carnegie funding, "local officials...found other reasons to wriggle out" of building a permanent library, according to the *Tallahassee Democrat*. Tallahassee women's organizations began to pressure officials in the 1950s, winning agreement for a 1954 referendum which overwhelmingly supported a library. But county commissioners invalidated the vote, saying that only landowners were entitled to vote on such a question. When landowners voted overwhelmingly in favor of the library, commissioners grudgingly approved a 3,000-volume, basement library. The library outgrew this site and another.

#### More pressure

By the mid-1970's commissioners had deflected yet another citizen push by deciding to save the money for a new library instead of borrowing and building immediately. Warnings of jail overcrowding caused library construction funds to be used for a

jail addition.

By 1986, Friends of the Library were pushing again—this time with money and petitions—and the political pressure on commissioners reached critical mass. "They raised \$1 million," former LSU library school dean and Tallahassee resident Don Foos told *AL*. This demonstration of civic concern caused county leaders to vote unanimously to begin construction immediately. The \$10 million facility will be a tribute to citizen action. —T.G.

## ODDMENTS

AL ASIDE

### ACQUISITIONS HYPE

To serve its many Spanish-speaking patrons, the Chicago Public Library recently bought eight sets of an excellent medical encyclopedia published in Barcelona, Spain. Ordered through a jobber in Miami, each set arrived with a startling bonus: an emergency medical kit containing one mean-looking hypodermic syringe, sterilized needles, rubber tourniquet, and empty vials—the works. CPL catalogers Richard Stewart and Ken Javonovich didn't even attempt a descriptive entry. The library kept the books—the nine-volume *El Medico Responde*—and donated the syringes to the Investigations Division of the Illinois Attorney General.

"Evidently," said tech services director Mark Knoblauch, "Spain doesn't control the distribution of hypodermic syringes as tightly as we do. Both the jobber and the U.S. Customs inspectors must have slept through this one."



A medical-book bonus to beware.

Gary Degnan, CPL

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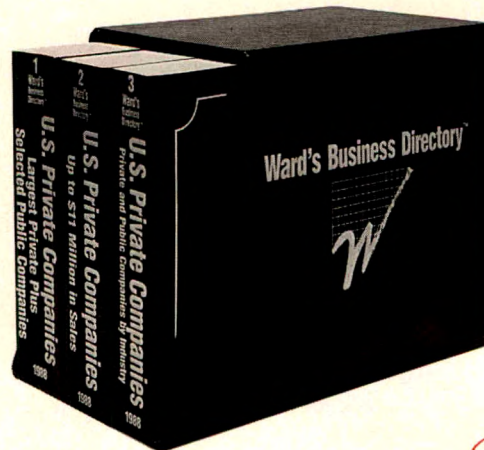
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## Mass deacidification: Big order for new player will test process

A shipment of more than 50,000 books from the Cleveland Public Library to Linden, N.J., beginning last month will be a major test case for the hundreds of libraries seeking a safe, affordable, and effective means of deacidifying massive numbers of deteriorating volumes.

Being tested is a relatively new adaptation of an industrial sterilization process that deacidifies (as well as sterilizes) by ammonia and ethylene gas permeation in a large treatment chamber.

The process is applied by Book Preservation Associates (BPA) of Carteret, N.J., and brokered to libraries by Information Conservation, Inc. (ICI), of Greensboro, N.C.

Cleveland PL is the first library to commit a major lot of books to the process, although tests have been run on materials from various academic collections. Cleveland selected 52,091 books from its Foreign Literature Department, including many volumes printed abroad on high-acid paper. The library looked to BPA because better-known methods either were considered too slow for mass deacidification, or were not yet available. In the latter cate-

gory is the Library of Congress's much-publicized DEZ (diethyl zinc) process, which ran into a snag last spring when Congress told LC it must test major alternatives against DEZ (*AL*, May 1988, p. 344).

Hearing of that mandate, Don Etherington of ICI asked the Library of Congress to run tests on the BPA method. But Etherington, who once worked at LC as a conservator, was told by his former employer that LC was too busy testing its own process to start investigating others.

"We would have liked extensive, independent testing to help us answer all the long-range questions," Etherington told *AL*, "but we just didn't have the money. So we still don't have every last technical answer, but we have a process that works—and that's available for as many books as libraries want to ship."

The process—too recent to be analyzed in George Cunha's 1987 comparative study for ALA or a 1988 comparative report from the U.S. Office of Technology Assessment—is described in a BPA information sheet as "a multi-stage, gaseous-phase mass treatment process ... designed to raise the pH level of the treated materials into the desirable 7.5-9.0 pH range, with sufficient alkaline buffer to compensate for acid production over the very long

projected lifetime of the treated books. The process affords excellent penetration throughout the book and even treatment across the pages. The pH increase is stable." Also, BPA states, the process leaves no toxic residue, and allows items to be treated in cardboard boxes packed in shelf order, without preselection. Cleveland's cost for the project will be about \$3 a volume, comparable to DEZ's projected cost.

Meanwhile, LC has completed some 30 logistic tests without mishap at its experi-

## STATS AL SIDES

### DID YOU KNOW...

► Among large, urban libraries the Denver Public Library claims the highest percentage (51.7%) of residents holding library cards. DPL is a century old this year.

► Final registration for the 1989 ALA Midwinter Meeting in Washington totaled 8,030, surpassing the previous high of 6,613, registered in 1988 in San Antonio.

► U.S. public school enrollment exceeded 40 million in September 1988, with 46 million projected by the year 2000. Enrollments reached 46 million once before, in 1971.

► In 1978 interlibrary borrowing at the University of Illinois totaled 4,600 items. Ten years later the library borrowed more than 157,000 items, most among ARL members. Boston University, second busiest borrower in 1988, borrowed some 40,000 items. David Bishop, UI library director, credits LCS, the Library Computer System, which allows patrons to easily search the catalogs of 28 other Illinois libraries.

► Members of the Association of Research Libraries hold 13% more current serials than a decade ago, but the increase has been paid for with a 143% increase in serials expenditures.

► In the 11 months from July 1987 to May 1988, Oklahoma City's Metropolitan Library System circulated its 2,236 videotapes a total of 92,069 times—an average of nearly 42 circulations per tape—despite not collecting popular films. Metro compared its stats with a local video store that averages 38 rentals per tape per year.

► LC's National Union Catalog Control Section Filing Unit recently completed a four-year review of some 25 million cards filed in the Main Card Catalog. The project preceded microfilming the Catalog.

## Debuting this June: AL Opens "Summer School"

Next month *American Libraries* launches an informal, noncredit "summer school" feature with a no-nonsense look at "Management for Tough Times."

To be presented in two parts, the minicourse is coauthored by two prominent library administrators: Sarah Ann Long, Multnomah County (Oreg.) Library director, and Donald J. Sager, Milwaukee city librarian and director of Milwaukee County (Wis.) Federated Library System.

Presenting a primer on economic-crisis management, the authors view reduction budgeting as a necessary evil and offer suggestions on transforming adversity to advantage. Accompanying the minicourse are suggested readings and discussion questions.

AL Summer School is for edification only. Participants do not register or receive certificates. The course will appear in the LEADS section of the June and July/August issues.

Between them, library administrators Long and Sager have directed 11 public library systems. Long, a one-time children's and young adult services coordinator for the Public Library of Columbus and Franklin County, Ohio, has headed libraries in Dauphin County, Pa., and Fairfield County,



Sarah Long



Don Sager

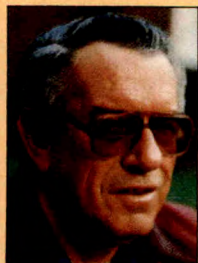
Ohio. Among her accomplishments at Multnomah County, Long spearheaded a successful three-year, \$22.5 million levy, and has documented \$40 million in government contracts that the library has helped small business people win via a series of bid application workshops.

Sager, former director of Elmhurst (Ill.) Public Library, was Commissioner of Chicago Public Library from 1978 to 1981. He has also headed the public libraries of Columbus and Franklin County, Ohio; Mobile, Ala.; Elyria, Ohio; and Kingston, N.Y. Author of books on public library management and automation, he served as 1982-83 president of ALA's Public Library Association. —B.G.

mental DEZ facility in Texas, and is satisfied with results on ordinary books, highly coated papers, manuscripts, and other materials, LC's Peter Sparks told *AL*. Sparks said the process will soon be ready for licensing to commercial firms, and that several foreign companies are interested. LC will also procure a facility for deacidification of certain government materials—by a process yet to be chosen, and not necessarily DEZ. —A.P.

## AL SIDES SIGHTING

### Cruising with Lou Helverson



**Helverson**  
*Philadelphia Inquirer* profile lauding his expertise.

Helverson told *AL* that he does not understand all the fuss. He insists that he merely approaches his job as does any librarian: by steeping himself in his assigned specialty.

A lifelong car buff, he also has a passion for solving informational "puzzles," which patrons provide in abundance. To help them identify 50-year-old vehicles in worn family photos, authentic bodywork details of vintage cars, and funny noises under the hood, he delves into his 75,000-card index to the library's eclectic collection—which includes factory photographs, shop manuals, and auto sales catalogs.

When he senses a patron "needs an auto guru who knows something you learn from experience and can't find in books," Helverson offers what personal repair advice he can, emphasizing that such tips are his, and not the library's.

Helverson credits his father for steering him away from mechanics school and into academe. A graduate of Drexel University library school, Helverson worked his way through school as a Free Library paraprofessional, and headed two Philadelphia branches in succession before landing a promotion to his present post in 1976. —B.G.



**"HITCHHIKING TROJAN HORSES"** left from city hall in Troy, N.Y. March 17 to help celebrate the city's 200th birthday. The project, conceived by the Troy Public Library's Young People's Services Department, in part promotes the library as a community resource and encourages school-public library cooperation. Troy students built the wooden horses with kick stands so each could "stand up" to hitch rides across the country to one of the 20 other cities named Troy.

Each nag has a specific destination—a school or public library—painted on its side,

along with its "name," and other information. Their progress is tracked by pre-addressed postcards.

"To get them started, I dropped three off at a truck stop in Albany," said Joanne Ginsburg, Troy PL executive director. Several others were taken by students from Rensselaer Polytechnic Institute about to go on spring break, she said. American Airlines gave one a free ride to Troy, Texas.

Funded by the Troy Bicentennial Commission, the library project has been coordinated by Kim Kniele, library associate.

### Beverly Lynch, Deanna Marcum named library school deans

Beverly Lynch, university librarian at the University of Illinois/Chicago and Deanna Marcum, vice president of the Council on Library Resources, have accepted deanships at library schools.

Lynch will become dean at the UCLA Graduate School of Library and Information Science on Sept. 1.

Marcum has been named dean of the Catholic University of America (Washington, D.C.) School of Library and Information Science. She will assume her duties on July 1.

Each termed leaving her present post "a difficult decision." Marcum told *AL*, "The Council's work is so important—particularly the professional and continuing education programs. But I love to teach, and being part of a university is important to me."

Lynch said, "My roots are very deep here. I expected to retire at UIC." But she noted that it is "very exciting to change careers," and that her evolving professional concerns have led her to focus on educa-

tion for librarianship.

Both women have written extensively and are active members of the profession. Lynch is a past-president of ALA. Marcum is currently an advisor to the Southern Education Foundation's Andrew W. Mellon project to improve libraries of black colleges. —T.G.

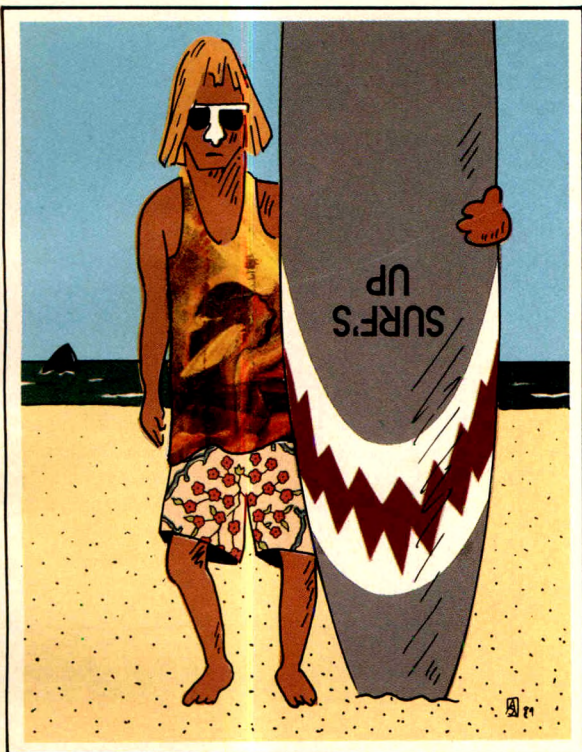
### Eugene PL boosters regroup after voters nix new library

Despite a decisive 58% "no" vote March 28, library supporters in Eugene, Ore. continue their decade-long fight for a new public library facility.

Eugene Public Library serves 105,000 from a two-story 1959 building designed for a town of 50,000. According to Assistant Director Carol Hildebrand, the structure contains asbestos and cannot tolerate the weight of book stacks on the upper floor.

Had voters approved Eugene's first referendum on library issues, the city would have loaned some \$12 million at 3% interest to private developers of a retail-office

# *What Do They Have in Common?*



NAME: **Dave "The Wave" Sommers**  
HOME: **Newport Beach, Maui**  
OCCUPATION: **Surf Instructor**  
FAVORITE FOOD: **Pesto Pizza**  
PROBLEM: **Wants any article he can  
find on surfing competitions  
around the world.**

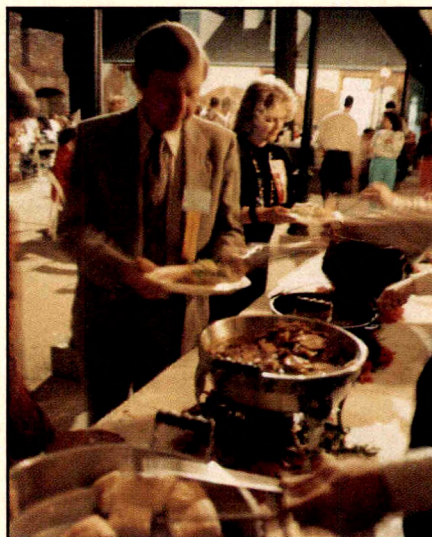


NAME: **Joan Adams**  
HOME: **Nome, Alaska**  
OCCUPATION: **Jobseeker**  
FAVORITE FOOD: **Submarine sandwich**  
PROBLEM: **Needs information on  
putting together a resumé  
for her job interview  
next week.**

complex to add on a 100,000-sq.-ft. library. Detractors derided both the complex financing scheme and the proposed downtown location. They argued that the city's plan hinged unrealistically on making enough profit from the site's enhanced property values to buy or lease back the library facility after five years. Opponents also insisted that the downtown site would lack adequate parking and security for patrons.

Planners are gun-shy about proposing a

new strategy until they conduct a market survey of Eugene sentiment. The defeated project had incorporated advice from a 1988 citizens' report calling for a larger, centrally located library. —B.G.



**ANOTHER HELPING IN LOUISIANA.** Proving that ALA conference-goers didn't eat all the food in the state last summer, guests at the Louisiana Library Association conference March 15-17 fill up at a black-pot dinner at White Oak Plantation. LLA drew good crowds to Baton Rouge, where Sarah Fine, Judith Krug, Art Plotnik, Norman Horrocks, Robin Cook, and other speakers addressed a conference whose theme was "TKO: Technical-knowledge-opportunities." Marianne Puckett presided.

## UC/Irvine to investigate bias charges at campus library

At the University of California/Irvine, the faculty senate's affirmative action committee will investigate the campus library on charges of unfair hiring and promotion practices toward minority and female employees, library director Calvin Boyer told *AL* in April.

The investigation is the result of allegations received over several months by the campus ombudsman from library employees who feel they were denied merit increases and promotions because of their ethnicity or gender. In the campus newspaper and the *Orange County Register*, the disgruntled employees and former employees also accused library staff of racist and discriminatory behavior toward patrons.

Boyer told *AL*, "Instances of insensitivity," do not constitute "conscious intent to discriminate." He views the investigation as "a challenge" that could improve minority recruitment efforts on the entire campus, a concern he and other university officials admit needs to be addressed. Boyer

pointed to a recent week-long staff workshop on sensitivity to non-English-speaking library users as an example of corrective measures already underway.

The library currently employs 49 librarians, of whom one is black and five are Asian—a breakdown that Boyer says must change to better "represent the campus and the extended community population." No date has been set for completion of the investigation. —L.K.

## Stump a professional; Stump your librarian

Reference service hit the airwaves at Saginaw (Mich.) Public Library recently when local radio station WSGW invited librarians to field questions on "Open Line," a popular morning talk show. Library Director Catherine O'Connell and disc jockey Art Lewis chatted about library services and encouraged listeners to call in and challenge the research skills of librarians Lorri Lea and Kate Tesdell, who responded on the air via two phone lines to the library.

Saginaw librarians offer radio reference service twice a year, and on one occasion they did the broadcast live from the reference room. Tesdell, who is head of public services, says the reference librarians are almost never stumped and usually deliver the answer while the caller is still on the line. Asked if anyone managed to stump a professional this time, Tesdell told *AL*, "One caller wanted to know if a B-52 bomber has ever done a loop-the-loop. We had a little trouble with that one."

—L.K.

## AL SIDES THUS SAID

### ALL THE RIGHT MOVES

"... a sensational move for the New York Public Library...."

"A library is not the kind of thing people get all shivery about. Scholars do, but ordinary folk don't. So the question is how do you get the movers and shakers of New York interested in the public library. Vart Gregorian did it and Tim Healy will do it. That's just the kind of guy he is." — American Council on Education President Robert Atwell on NYPL's new president, Rev. Timothy S. Healy, quoted in the Feb. 23 *New York Times*.

"Those (books) can tell you a lot of things. —Dion "Thrill" Hill, Dickinson (N.D.) State College basketball star, crediting a library book with advice on free-throw shooting that helped win an overtime game. Quoted in the *Dickinson Press*, Dec. 11, 1988.

"One of the University's most outstanding features is the Library. I spent many hours in the physical education library reading for my classes. But I also spent a lot of my free time researching everything I could find on my favorite subject—football.

"And I wasn't disappointed, either. The Library was a goldmine of information—I found books and articles on football history, training, strategy, statistics, rules—just about everything there is on the sport. Having all that information really made a big difference in my life and prepared me well for a career in professional athletics."

—Football Hall of Fame member and former University of Illinois star Dick Butkus, quoted in *Friendscript*, newsletter of the Library Friends of the Univ. of Illinois, Fall 1988.

## news in brief

**More developmental millions from Pew.** With a \$1.2 million grant from Pew Charitable Trusts of Philadelphia, the Carnegie-Mellon University Libraries (Pittsburgh) will develop a "state-of-the-art" automated library system that will "dramatically change the information environment on campus and serve as a model for other universities and institutions." In the three-year project, the Libraries will build on the current LIS online catalog, which links to several national and local databases, to develop an LIS II model that can store full text and take advantage of small-computer networking. A Pew grant of \$5.5 million will support the second phase of a project linking the systems of 16 health science libraries in Pennsylvania. The five-year, \$11.2-million project will bring resources of the 16 libraries to the users' desktops.

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### ALAERS MARCH FOR WOMEN'S RIGHTS.

Over 100 people rallied under the ALA banner in the April 9 March for Women's Equality/Women's Lives in Washington, D.C. Cynthia Johanson, who coordinated the ALA delegation, said that a number of other librarians also participated as part of other groups. Officials estimated that some 300,000 people marched from the Washington Monument to the Capitol. (Photo by Cynthia Johanson.)

**Food for fines**—That's what librarians called their new National Library Week promotion at Monterey County (Calif.) Free Libraries—picking up on a mini national trend.

Designed to benefit both the library and the Monterey County Food Bank, the April 9-15 program was the idea of Prunedale branch librarian Stephanie Tetter. That week, librarians accepted one non-perishable food item in lieu of fine for each overdue returned. Patrons without overdue materials were also encouraged to contribute foodstuffs.

New Orleans librarians celebrated NLW in like fashion, by forgiving \$1 in fines for every nonperishable food product brought to the library.

A similar program is in its sixth year in Bloomington, Ill., where librarians declared April "Cans As Good As Cash" month. Hoping to collect 1,000 items for distribution to local agencies, Bloomington librarians allowed patrons to pay fines with food as well as with disposable diapers, paper products, and personal hygiene products. Only those returning videos and rental books late had to pay fines in cash.

**Spreading library ed.** Distance education programs will make library education available to Colorado and Wyoming residents through ALA-accredited library schools.

Emporia (Kans.) State University, which

already offers an MLS program in the "Siouxland" region of northwestern Iowa, South Dakota, and Minnesota (*AL*, March 1989, p. 182), has been selected to offer a similar program in Colorado. Since the 1984 closing of the University of Denver library school, Colorado has been left without an accredited program. Classes will begin in September 1989. Interested potential students may call 303-866-6900 for further information.

A cooperative effort between the University of Arizona, the University of Wyoming, and the Wyoming State Library, will offer "a portion of the Arizona MLS program and continuing education for Wyoming and surrounding states."

Students taking the classes at the UW/Laramie campus may earn credit from UW or Arizona. Over 40 students enrolled in a successful test of the program last summer.

### Didn't get your April issue?

Some *AL* readers reported problems with labels on the April issue that caused local misroutings. If you didn't receive your April *American Libraries*, call ALA's Membership Services, 1-800-545-2433; in Illinois 1-800-545-2444; in Canada 1-800-545-2455. *AL* regrets the inconvenience.

### HIV Info Center opens in W. Hollywood.

An HIV Information Center, said to be the first of its kind in the country, opened April 10 in the West Hollywood (Calif.) Community Library. The center is aimed at providing a nonthreatening environment for the public to obtain current and accessible information on the transmission and treatment of HIV, the virus that causes people to develop AIDS.

The center is also the first library in the state to offer the Computerized AIDS Information Network (CAIN), an electronic communication service that links U.S. and European AIDS organizations, clinics and hospitals, health departments, and the Centers for Disease Control. CAIN's menu-driven database is designed for use by the public.

**Apply for LC institute.** May 15 is the deadline for applying to the first Educators' Institute at the Library of Congress. The July 10-21 institute will orient school and public librarians and other educators to LC's resources on the U.S. Congress, celebrating its 200th anniversary. Participants get three CE credits and a \$200 stipend, but must pay housing and transportation. Contact LC's Judith Greenberg at 301-422-1443.

## special report

"Active books," "infospheres"

### Libraries figure in forum on "Teaching and Technology"

*Ed. note: The library community has been accused of defaulting on certain broad library-related issues by failing to participate in early forums on those issues. One growing concern in the academic world is how new information technologies will affect classroom teaching. A librarian has not only recognized this issue, but organized a conference on it—and AL asked conference moderator Patricia Swanson (University of Chicago Library) to write the brief report that follows.*

Does the prospect of unlimited information call for radical changes in teaching and in the college classroom? In late February, some 70 teachers, administrators, and librarians from 25 liberal arts colleges and universities met at Earlham College in Richmond, Ind., to address that question. Evan Ira Farber, director of the Lilly Library at Earlham, organized the forum, with funding from the Pew Charitable Trust and the Lilly Endowment.

Martin Dillon, of OCLC, gave the keynote presentation, describing "technological turkeys" and some promising new developments, such as Compact Disc—Interactive. CD-I incorporates text, audio, visual, and computer data in one medium—"the active book," which may alter our notions of what a book is. But electronic sources have not advanced as rapidly as some expected, Dillon said, in part because of the cautiousness of print publishers. He predicted a new industry of electronic publishing.

### Essential library role

A panel of teachers representing six disciplines concluded that classroom teaching will be as profoundly affected by technological changes as scholarship and research, with numerous implications for libraries. The panel reaffirmed that librarians must develop and maintain regular, substantive contact with teachers to collaborate in shaping the library, academic programs, and the environment for technology.

Several other themes of importance to libraries and librarians surfaced during the presentations and discussions:

- Teachers can no longer "cover a subject." Quality teaching requires selectivity, demands teaching how to learn and think, stresses how a particular discipline is struc-

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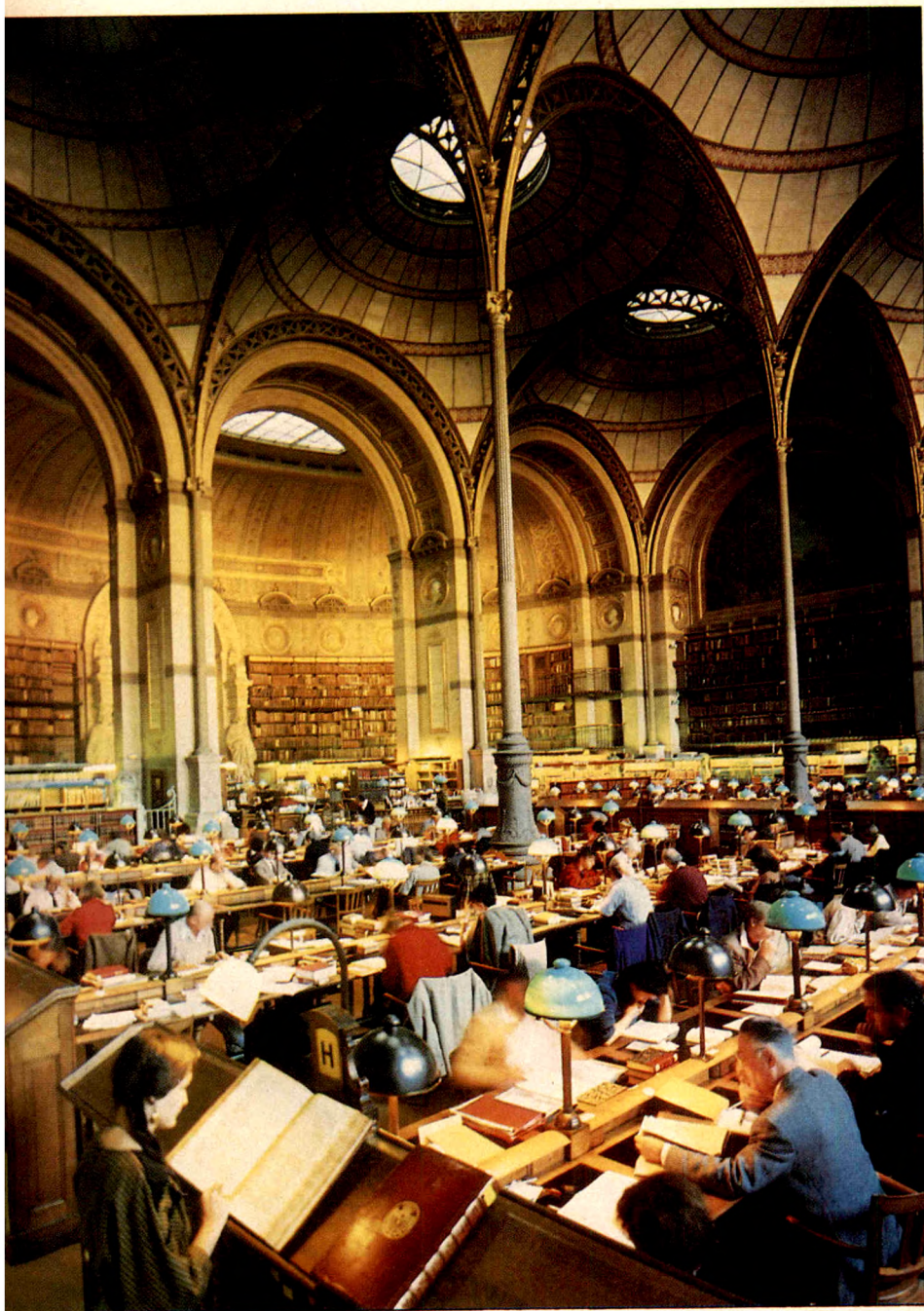
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Special report for *American Libraries*:

# Une très grande bibliothèque (TGB)

Le hot subject in France these days is the Socialist government's plan for a colossal new national library, a state-of-the-art showcase and the nation's largest postwar cultural project

by Jeanne Hilary



Philippe Couette, BN

When the French build their new super-library, what will become of the old Bibliothèque Nationale, its famous main reading room (above), and collections? Some decisions have already been made; others—such as rehabilitation of the original BN at 58 rue de Richelieu—are pending.

“I PROPOSE TO UNDERTAKE the construction of the biggest and most modern library in the world.” On July 14, 1988, while walking in the Elysée Palace gardens, French President François Mitterand announced to television viewers what has become known as the TGB, or *très grande bibliothèque*. The following day, Education Minister Lionel Jospin said in a radio interview that he was “*absolument ravi*” by the President’s latest addition to the series of “*grand travaux*” that have been undertaken by the Socialists since 1981, and which include the Opéra de la Bastille, the Institute du Monde Arabe, and the Projet du Grand Louvre.

Double the size of the current Bibliothèque Nationale (BN) at 58 rue de Richelieu—already the largest French-language library in the world—the TGB is expected to cost 4.5 billion francs. It will be the most ambitious and costly cultural project undertaken in France since the end of World War II.

The TGB is ambitious in many more ways than financial, however, and Jospin, a Socialist, has every reason to be *ravi*: the BN and the libraries in the French universities, or *facultés* as they are called, are in terrible shape.

In 1985, when André Micquel was asked to resign as BN director, he submitted a report calling the situation at BN “*untenable*.” He said his difficulties as its director were a direct consequence of the “*degradation of the university libraries*.” For at least the last 20 years, most observers have agreed that the BN and the *facultés* or “*fac*” libraries are in drastic need of improvement. Mitterand’s project is far from being the only solution proposed over the years; as late as 1987, former Culture Minister François Léotard said the BN was “*on the verge of suffocation*” and offered what

Jeanne Hilary is a gutsy freelance writer/photographer based in Paris. She stopped by *American Libraries* on a U.S. visit to suggest this report, got the assignment, and scooped the French press itself on the TGB’s inner politics.



Jeanne Hilary

Responding to rumors of a robotic, bookless electronic library, Bibliothèque Nationale Director Emmanuel Leroy Ladurie told American Libraries correspondent Jeanne Hilary, "I'll give you a scoop: There WILL be books in the new library."

was called the "BN bis" proposal—to move all the sciences out of rue de Richelieu to a new building in Nanterre.

The most urgent problem at the BN is lack of space; the "depot Legal" alone requires an additional 2.5 kilometers of shelf space each year. Another critical worry is the deterioration of books from their acid content. On top of these physical problems are social issues that have caused numerous strikes over the years. In fact, the BN librarians were on strike when Mitterand announced the new library. In all, access to the BN collections is becoming an increasingly hazardous enterprise.

In the university libraries, lack of space and money have created a situation in which no one collection is a research mecca in any area of study. Some of the university libraries are computerized and some are not; those that are have varied systems, making communication between the libraries impossible.

### A new kind of library

A few weeks after his July 14 announcement, Mitterand asked Prime Minister Michel Rocard to commission a report on the creation of a library of "an entirely new kind . . . covering all fields of study, and using the most advanced technologies of data transmission." A library "which could be

consulted from a distance and which would be connected to other European libraries."

Since last July, speculation on the exact nature of the new library has demonstrated the impressive scope of the French imagination. At one point, *Le Figaro*, a right-leaning daily paper thoroughly exasperated with these "fantaisiste" Socialists, ran a headline that called the TGB "un projet de science-fiction." Rumors included a robot-run space completely free of books, replaced by computer terminals.

"I'll give you a scoop," current BN Director Emmanuel Leroy Ladurie told *American Libraries* in an interview earlier this year. "There will be books in the new library."

"I'll give you another scoop," continued Leroy Ladurie, who is an eminent historian and author. "There will be librarians in the

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**At one point, *Le Figaro*, exasperated with these fantaisiste Socialists, called the library "un projet de science-fiction."**

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new library. There is no danger at all of a *délire technologique*. It was proposed at one point that many printed materials should be transferred to compact disc—which is fine for periodicals, but it would be impossible to read a scholarly work of a thousand pages on a computer terminal. . . . A project like this presents an enormous temptation for the technocrat, but I think it is essential that the technocrat remain in his proper place. We must never lose sight of the fact that all progress brings decadence along with it. It is absolutely essential to conserve the book itself, an object which is organic ['synthétique'] and democratic. We must stick to the past and also foresee the future."

The new library raises the question: What will become of the BN at rue Richelieu? Within the BN itself, there was some worry that the library would be transformed into a kind of museum, housing only the collections of costumes, coins, and medals. Much of this anxiety was relieved when it was decided that both the old and new libraries would have a single director and share the same board. More difficult to resolve is the question of cut-off date for dividing the BN collection: What part of the present collection should be transferred to the new site? The proposed cut-off dates range from 1900, when the deposit policy was established, to 1995, or the day the



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### Une très grande bibliothèque

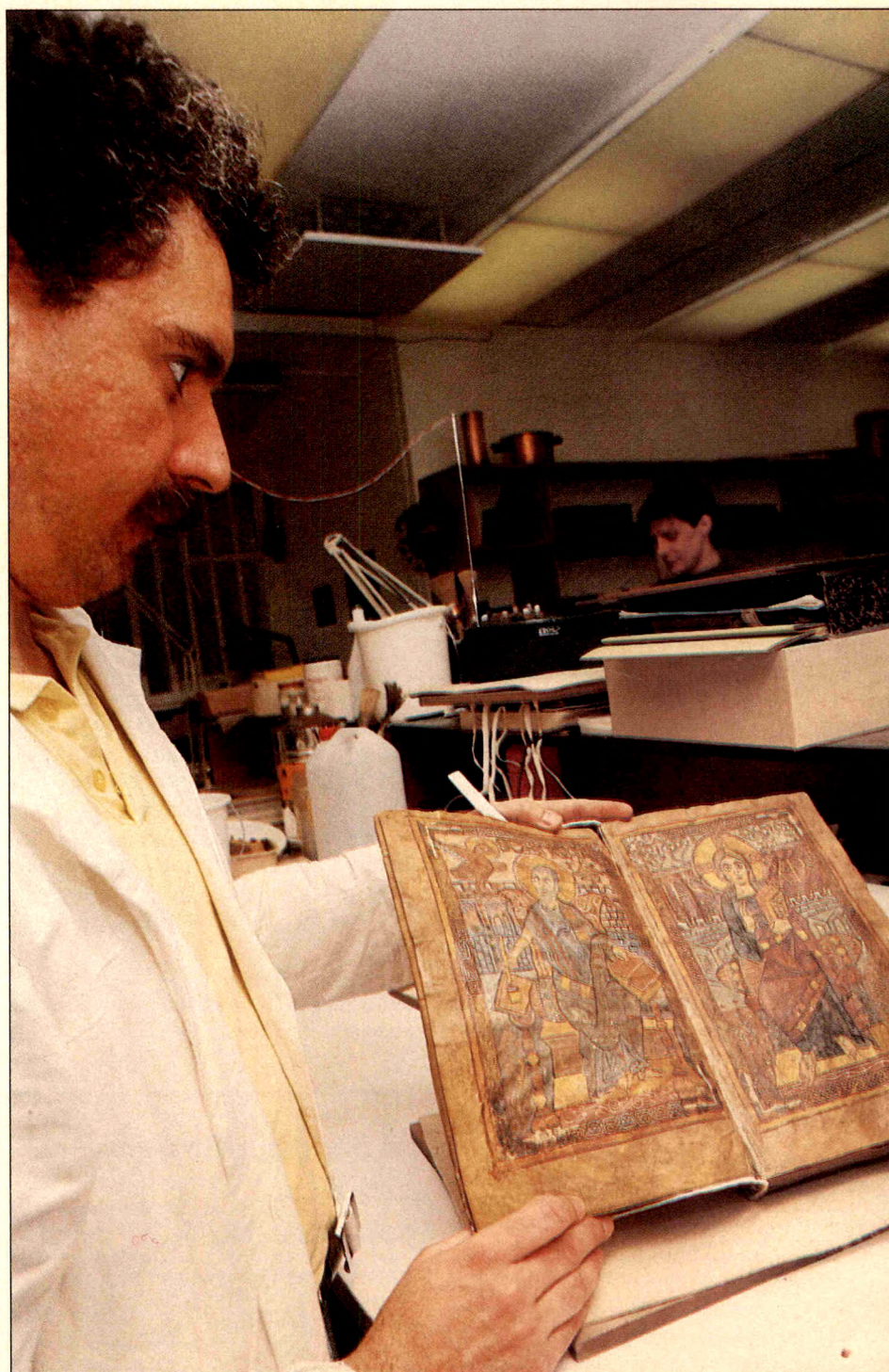
new library opens. The first option would leave rue de Richelieu nearly empty and the new library nearly full; using a date closest to Opening Day would require extensive reorganization at rue de Richelieu, plus the purchase of a base library for the new building. The more likely choices are either 1945 or 1960. Leroy Ladurie advocates a cut-off date as late as possible. In any event, the decision concerns only books; it has been decided that all periodicals will be transferred to the new building.

It has also been suggested, vigorously, that the budget for the new building in-

**"A project like this presents an enormous temptation for the technocrat, but... it is absolutely essential to conserve the book..."**

**—Emmanuel Leroy Ladurie.**

*A major conservation center, the BN here rebinds the rare *Evangelière d'Hildegarde* (781), picturing a beardless Christ.*



Jeanne Hilary

clude some rehabilitation for rue de Richelieu. Among improvement projects under consideration are reorganization of the reading rooms, addition of a public information desk or "centre d'accueil," introduction of telecommunications, and bar-coding of the periodical collection before its transfer to the new building. Another goal is that the BN collection be made more accessible to the disabled. Currently for example, no books are available in braille.

The proposed new building will be four stories high above ground, with two subterranean levels. Space will total some 205,000 square meters, or twice the size of the present BN. Its collection is supposed to start out with 5 million books, which will come from rue de Richelieu, plus all that library's periodicals. Another 9 million volumes are projected for the collection over the next 50 years, after which it will be necessary to build an annex. Unlike the BN today, which is open only to readers engaged in graduate-level research or above, the new building will have a reading room open to the public as well as scholars.

#### Hot property

The site, in addition to the 4.5 hectares (about 11 acres) necessary for the proposed

building, must also include space for the annex, assuming it will become necessary. Since the project was announced, the mayors in the Paris region have competed fiercely to bring it to their districts.

At this writing, Mayor Jacques Chirac of Paris held a strong lead with his offer of seven hectares along the Seine River in the 13th *arrondissement* at Tolbiac. Mayor Chirac has undertaken an ambitious renovation project covering the entire eastern—and poor—half of Paris. The centerpiece of this renovation will be the former Entrepôts de Vin, which is to be transformed into a vast park with cultural and leisure activities. This would be the view offered across the river to the new BN at Tolbiac. Plans for the Tolbiac area itself, which is just behind the Gare d'Austerlitz, include a kind of Silicone Valley in Paris.

"The future gives us much hope... and of course a bit of anxiety," said Leroy Ladurie. He will be the last director of the BN as it was begun by François I, unified with the library at the Louvre by Henri IV, and expanded to its present form by Colbert, who donated his vast collection of manuscripts and house at rue de Richelieu.

"I am a bit like Moses," says Leroy Ladurie, "leading the chosen people, my staff at the BN, to the promised land..." □

J. Hilary



Fast crumbling, the 18th-century BN looks to a new life by the year 2000.

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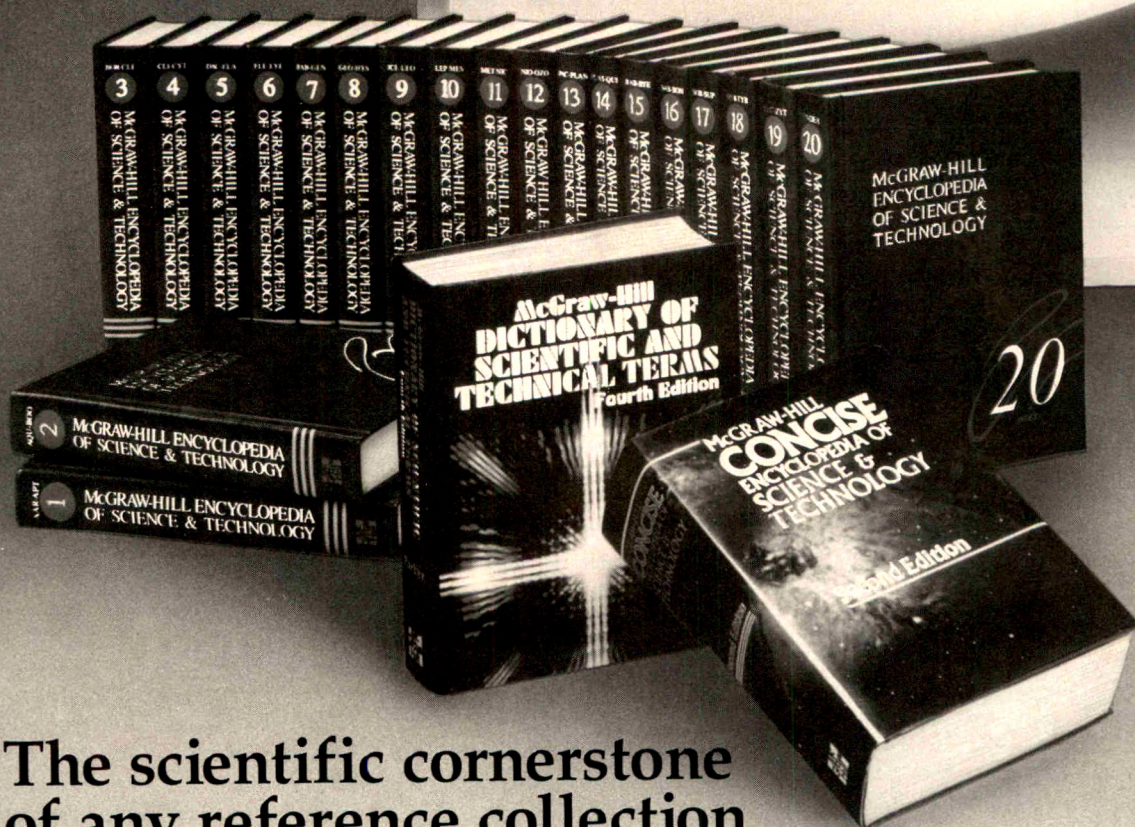
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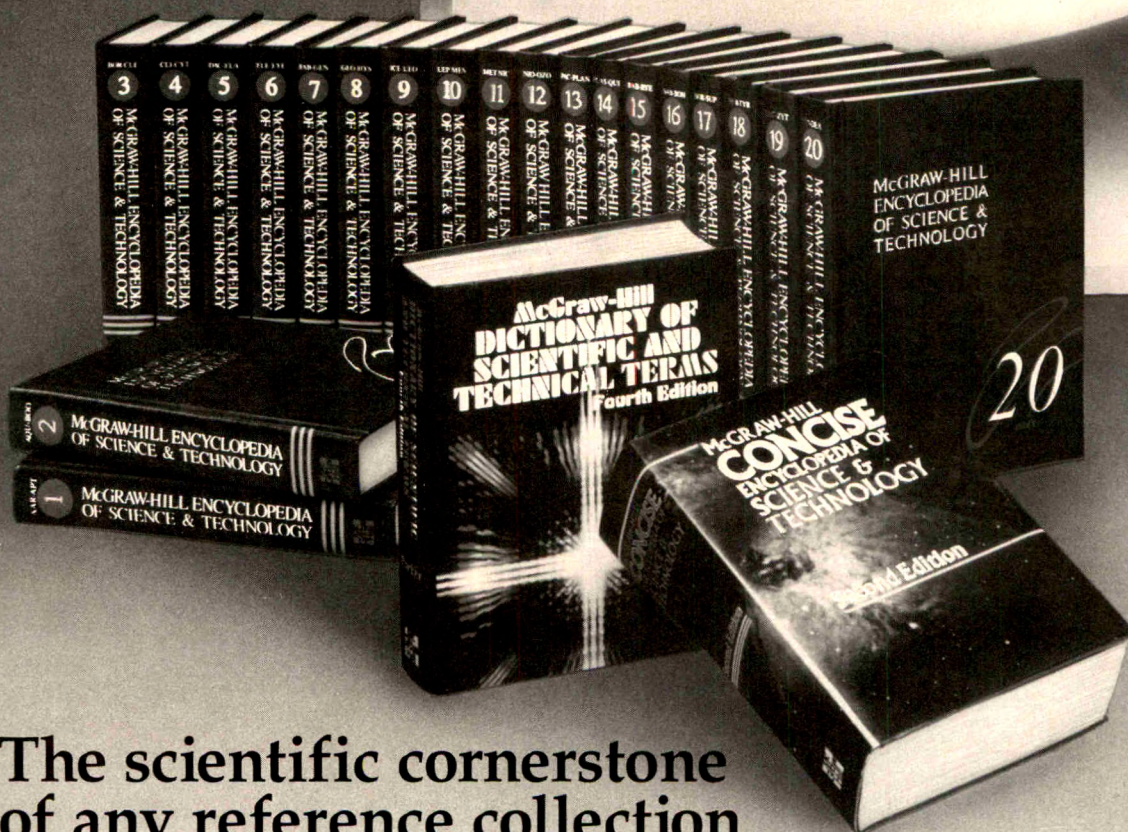
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# OUTSTANDING REFERENCE SOURCES: A 1989 SELECTION OF RECENT TITLES

A compilation of distinguished reference titles selected by the  
Reference Sources Committee of the ALA Reference and Adult Services Division

edited by Linda J. Sammataro

IT WAS A FULL 30 YEARS AGO that a newly constituted committee of ALA's Reference Services Division took over the pioneering work of the great Louis Shores (1904-1981) in compiling an annual list of not-to-be-missed reference books for small and medium-sized public or academic libraries. Today's 10-member Reference Sources Committee, meeting at Midwinter in Washington, D.C., was proud to carry on this tradition and also to break new ground by including for the first time an outstanding CD-ROM product, *Compact Disclosure* (Disclosure Inc.), a powerful, easy-to-use financial research tool.

Our criteria are almost unchanged from those of Louis Shores and the first committee. We consider annuals, yearbooks, and new printings of encyclopedias only when the first issue appears or there are very important revisions; new editions of monographs are eligible only if significantly changed. Thus De Sola's new *Crime Dictionary* (rev. ed., Facts On File), the eagerly awaited *Benét's Reader's Encyclopedia...* (3rd ed., Harper & Row), and the

revised *Contemporary Dramatists* (4th ed., St. James Pr.) have been omitted; the notable *Major International Treaties Since 1945: A History and Guide with Texts* (Methuen) does not appear on this list because it is re-

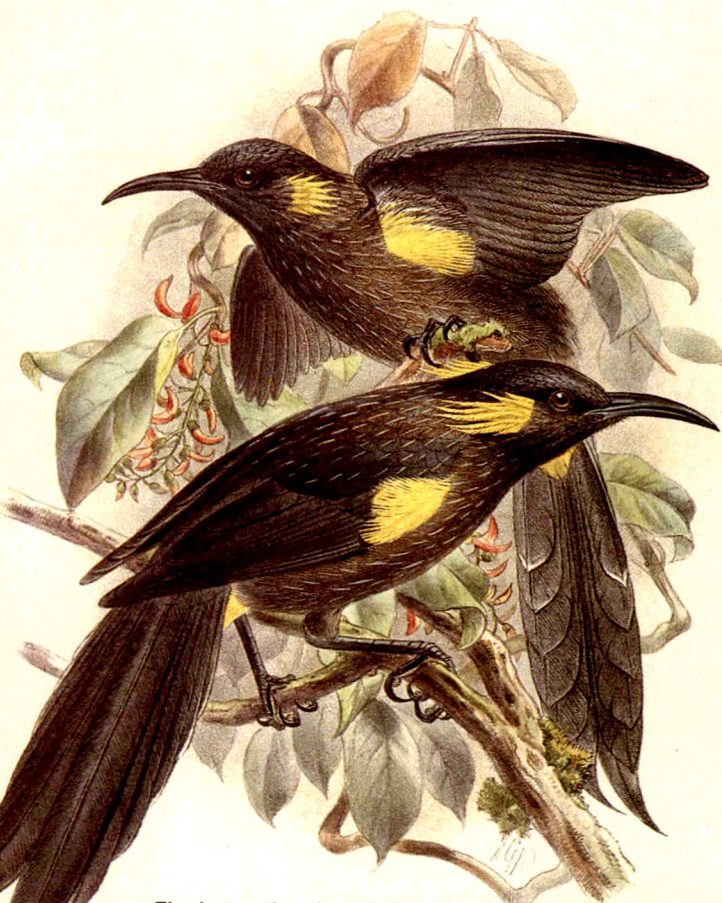
vised line to early 1989, some 1987 titles published or reviewed too late for last year's list are included here. In the special case of database and CD-ROM products, the committee took an extra year to acquire a

thorough overview of this technology, learn how it's being used in libraries, and identify vendors and their products. Our review was guided by criteria recently revised and approved by the RASD Board. Reference works in all nonprint and electronic formats are considered, as long as they are generally available to small and medium-sized public and college libraries, meet technical standards, and do more than simply duplicate another format. As with print sources, cost is not a factor in our evaluations.

Since this compilation is not intended for large research libraries, some impressive but specialized works—for example, *A Women's Thesaurus: An Index of Language Used to Describe and Locate Information by and about Women* (Harper & Row)—were judged out of our scope, regardless of their excellence.

As Louis Shores noted 31 years ago in "Reference Checklist '57," the predecessor of this annual article, there is often a shortage of children's reference books;

although they are eligible for this list, they have appeared rather infrequently in recent years. However, several of the titles selected this January are lavishly illustrated and would be especially fascinating to young adults for either leisurely browsing or term paper research: for instance, *The Cambridge Encyclopedia of Language* (Cambridge), *A Dictionary of Heraldry*



The last authenticated sighting of Hawaii's Molokai o'o's occurred in 1904, according to *Extinct Birds* by Errol Fuller, published by Facts On File. The above hand-colored lithograph by J. G. Keulemans is reprinted with the permission of Facts on File/Rainbird Publishing Group, Ltd.

ally a continuation of *The Major International Treaties, 1914-1973...* (Stein and Day). Also excluded are non-English-language titles, pamphlets, works of only local interest, and additional or final volumes of sets.

## Electronic formats

Although we try to keep this annual list as current as possible, stretching our dead-

Linda J. Sammataro is assistant professor and reference librarian at the University of Tennessee/Knoxville Hodges Library. She has chaired the Reference Sources Committee for two years.



Enjoying a break in their selection of the 1989 outstanding reference sources at ALA's Midwinter Meeting in Washington D.C., are, from left to right (standing), Sarah Watstein, Deborah Thomas, Judy Quinlan, Marlene Kuhl, Mary Miller, Barbara Wurtzel, Susan Cohen. Seated are Mary Larson, Chair Linda Sammataro, and Jack O'Gorman. (AL staff photo.)

(Harmony/Crown), and *Extinct Birds* (Facts On File).

There is no attempt to balance subject coverage or select a particular number of titles. This year's short and select list leans somewhat toward the social sciences (12 titles) and humanities (10 titles), with only seven science books. The works chosen range from the topical and pragmatically useful, such as *AIDS Information Sourcebook* (Oryx), the looseleaf *Hazardous Chemicals on File* (Facts On File), and *The State-by-State Guide to Women's Legal Rights* (McGraw-Hill), all indispensable for public libraries; to the scholarly three-volume *Encyclopedia of the American Religious Experience: Studies of Traditions and Movements* (Scribner) and the landmark four-volume *New Palgrave: A Dictionary of Economics* (Stockton), of vital importance for academic institutions. Other outstanding new encyclopedias on this list cover both the liberal arts—political thought and political institutions, architecture, education, and mythology—and the scientific and technical areas of gemology, ornithology, artificial intelligence, and paleoanthropology.

Some of the most distinctive titles are the delightful *Extraordinary Origins of Everyday Things* (Perennial Library/Harper & Row); *The Library: A Guide to the LDS Family History Library* (Ancestry Pub.), which describes the largest genealogical collection in the world, the Latter Day Saints Library in Salt Lake City; and *We the People: An Atlas of America's Ethnic Diversity* (Macmillan), which is also this year's winner of the prestigious Dartmouth Medal for "reference works outstanding in quality and significance."

Members of the 1988–89 Reference Sources Committee were: Susan K. Cohen, Westfield Memorial Library, N.J.; Marlene Kuhl, Baltimore County Public Library, Md.; Mary Larson, Concordia College Library, Moorhead, Minn.; Mary J. Miller, Akron-Summit County Public Library, Ohio; Jack O'Gorman, Softech, Inc., Fairborn, Ohio; Judith B. Quinlan, University of Georgia Libraries, Athens; Sarah B. Watstein, CLR intern, Homer Babbidge Library, University of Connecticut, Storrs, on leave from Hunter College Library, New York, N.Y.; Barbara S. Wurtzel, Springfield (Mass.) Technical Community College Library; Deborah Thomas, intern, University of North Carolina at Asheville Library; and serving as chair, Linda J. Sammataro, Hodges Library, University of Tennessee, Knoxville.

"Outstanding Reference Sources: A 1989 Selection of Recent Titles" will be displayed at the RASD booth during the ALA Annual Conference in Dallas. Following the conference, interested groups may borrow this distinguished collection for exhibits at regional, state, or local meetings for the cost of transportation. For further information, contact Andrew Hansen, Executive Director, RASD, American Library Association, 50 E. Huron St., Chicago, IL 60611.

#### Notes

1. Focke, Helen M., ed., "Reference Books of 1958—A Selection," *Library Journal*, 84 (Mar. 1, 1959), 687–697.
2. Shores, Louis, "Reference Checklist '57," *Library Journal*, 83 (Mar 1, 1958) 695–702.

## Psychology, religion, and mythology

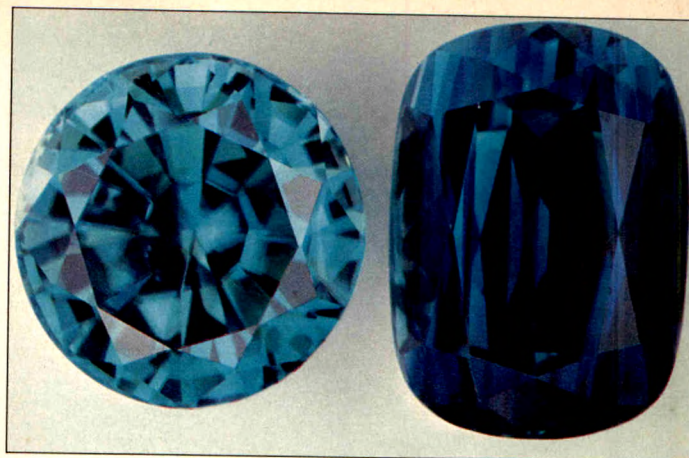
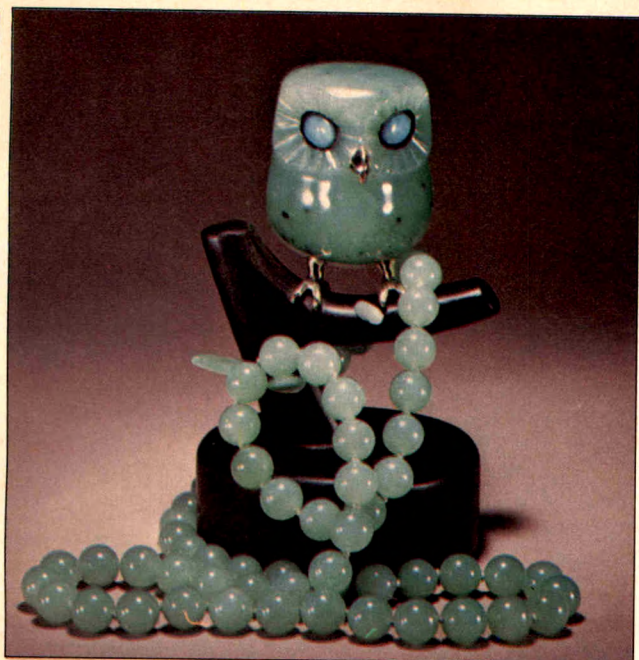
*Contemporary Jewish Religious Thought: Original Essays on Critical Concepts, Movements, and Beliefs*, edited by Arthur A. Cohen and Paul Mendes-Flohr. 1,163p. New York: Scribner, 1987 (0-684-18628-4, 86-11856), \$75; New York: Free Press, a division of Macmillan, 1988 (0-02-906040-0, 87-33595), pap. \$24.95.

The fact that "theology is the discipline Jews eschew while nonetheless pursuing it with covert avidity" is reflected in these "definition-essays" on all aspects of post-World War II Jewish religious thought. The 140 alphabetically arranged essays by North American, European, and Israeli writers represent all ideologies and shed new light on such basic topics as commandments, the Holocaust, I and Thou, love, and Zionism. References and bibliography complete each article. A comprehensive index, glossary, and appendices listing abbreviations and biographical information for all 100 contributors conclude this definitive sourcebook, which should accompany its prototype, the *Handbook of Christian Theology...* (Meridian, 1958) on every reference shelf.

*Encyclopedia of the American Religious Experience: Studies of Traditions and Movements*, 3 vols., edited by Charles H. Lippy and Peter W. Williams. 1,872p. New York: Scribner, 1988 (0-684-18062-6, 87-4781), \$225.

Religion has been a major influence on, and been influenced by, North American society and culture since the beginning of its history. This set of 105 specially commissioned essays by Martin Marty, Jaroslav Pelikan, and over 100 others represents the best current scholarship in the field, written without jargon for general readers and students. The nine thematic sections include cross-disciplinary approaches to American religion; articles on all major denominations and the Eastern religions in this country; indigenous movements; religious thought and the arts; and political and social issues. The individual essays conclude with extensive bibliographies and are linked by cross-references. An alphabetical list of articles, contributor list, and exhaustive index add to the value of this superb three-volume reader, a worthy addition to Scribner's American Civilization series.

*The Facts On File Encyclopedia of World*



Evaluating the artistry in jade carving, such as the two-inch-high owl at left, makes jade a very specialized gemstone and the market a collector market, says Joel E. Arem, author of *Color Encyclopedia of Gemstones*. The Cambodian zircons, right, weigh approx. 25 and 40 carats. Photos reproduced with the permission of Van Nostrand Reinhold Company.

**Mythology and Legend**, by Anthony S. Mercatante; foreword by Robert S. Bianchi. 807p. New York: Facts On File, 1988 (0-8160-1049-8, 84-21218), \$95.

Not just another dictionary of mythology, this comprehensive work includes myths and legends worldwide—not only classical Greek and Roman but also Egyptian, Celtic, Babylonian, Norse, Japanese, and Siberian tales; Jewish, Muslim, and Hindu sacred texts; Christian hagiography; Aesop's fables, Grimm's fairy tales, and American folklore. Following the enlightening introduction that differentiates myth, legend, fable, folktale, and fairy tale are over 3,200 individual entries, ranging from a few lines to a few pages, with over 450 illustrative line drawings. In addition to definition and discussion of key elements of the myth or legend, the derivative works of Western art, literature, and music are described. There is a detailed general index, cultural and ethnic index, key to variant spellings of names, and annotated bibliography divided by culture. This volume should complement every mythology collection.

**International Handbook of Psychology**, edited by Albert R. Gilgen and Carol K. Gilgen. 629p. Westport, Conn.: Greenwood, 1987 (0-313-23832-4, 86-29457), \$75.

The "national psychologies" of 29 countries and Black Africa are candidly described in this scholarly but readable compendium. The editors begin with a particularly fine introductory overview and historical perspective of psychology throughout the world, complete with discussion of influential works and a long ref-

erence list. Each section on a country is signed by one or more authority on that region and covers history, educational programs, funding, developments in research, and progress in psychology since World War II. Numerous tables and figures illustrate research interests, publishing trends, employment, and funding in psychology, while references and suggested readings enrich each section. There are separate name and subject indexes, followed by biographical information and addresses for all contributors. This significant work should help to counteract ethnocentric tendencies in all academic libraries.

## Social sciences

**The Blackwell Encyclopaedia of Political Institutions**, edited by Vernon Bogdanor. 667p. Oxford and New York: Blackwell, 1987 (0-631-13841-2, 87-6571), \$75.

**The Blackwell Encyclopaedia of Political Thought**, edited by David Miller; advisory editors Janet Coleman, William Connolly, and Alan Ryan. 570p. Oxford and New York: Blackwell, 1987 (0-631-14011-5, 86-29972), \$75.

Blackwell has produced two handsome, compact, and readable volumes treating the broad areas of political thought and institutions. Both employ the same format—alphabetical arrangement of signed articles, from a paragraph to several pages long, each followed by a current bibliography, with excellent cross-references and detailed index—but they differ in purpose

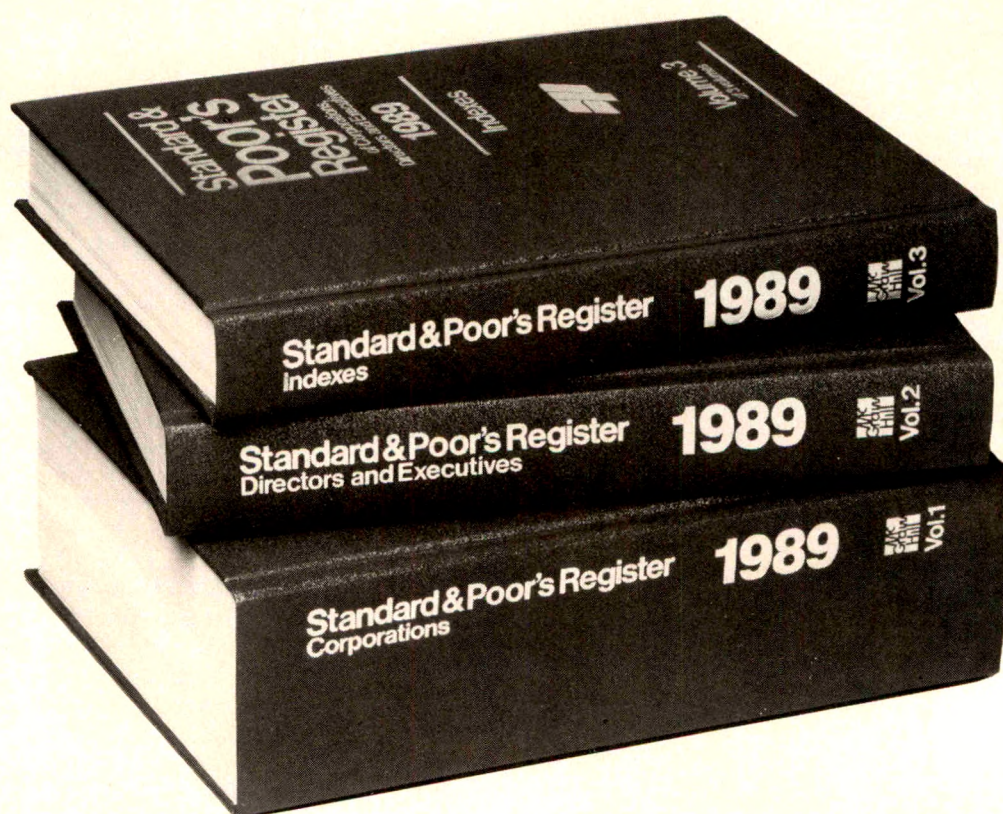
and consequently in approach.

The *Encyclopaedia of Political Thought* is designed as "a reliable guide to major ideas and doctrines that influence the contemporary world." Its 350 entries mainly cover political concepts, theories, and movements, but many are biographies of political theorists or those whose work has had political significance, mostly in the West.

The *Encyclopaedia of Political Institutions* is "a succinct guide to the central concepts used in the study of political institutions of advanced industrial societies, the principal political organizations and movements in these societies and the main types of political community," with over 525 entries by 247 contributors from Western countries. The emphasis in this volume is strongly on definitions and concepts, such as fascism, habeas corpus, and political action committees. Only 10 percent of the entries are biographical. No living political scientists are included. The 80 or so articles common to both volumes are complementary: for example, the Cicero article in *Political Thought* is biographical, discussing his life, work, and theories, while *Political Institutions* briefly explains the relationship of his work to the government of Rome and how it affected future governments. Students and general readers will need both these books to find clear, concise definitions and explanations in the area of political science.

**Encyclopedia of School Administration & Supervision**, edited by Richard A. Gorton, Gail T. Schneider, and James C. Fisher. 321p. Phoenix, Ariz.: Oryx, 1988 (0-89774-232-X, 87-34959), \$74.50.

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Giovanni Brino's restoration of the Piazza della Repubblica in Turin, Italy, is pictured in John Wiley & Sons' publication, *Encyclopedia of Architecture*, edited by Joseph A. Wilkes. More familiar to ALA conference-goers is Charles Moore's distinctive design for the Piazza d'Italia in the heart of New Orleans. Neon strip lighting creates a more intense glow at nightfall. Photo reproduced with the permission of Norman McGrath.



Anyone involved with or studying leadership in the schools needs this volume, which provides summary information about theories, issues, trends, and concepts ranging from central office personnel to facilities planning, from career education to teacher stress and burnout. The nearly 300 alphabetically arranged, signed articles were prepared by over 200 education experts, writing in clear, nontechnical language. Cross-references and a brief bibliography follow most entries. An excellent index and a "Guide to Related Topics," which groups articles into 20 broad categories, serve to unify the material. This desktop reference should prove to be invaluable as the profession and practice of education become increasingly complex.

***Extraordinary Origins of Everyday Things***, by Charles Panati. 463p. New York: Perennial Library/Harper & Row, 1987 (0-06-055098-8, 87-213), \$19.95; (0-06-096093-0), pap. \$10.95.

This carefully researched and organized collection of curious beginnings is a delight to read. Surprisingly broad in scope, it explores the history of over 500 things, from superstitions, magazines, games, and holidays to household objects such as Kleenex, buttons, graham crackers, and wallpaper. If you want to know about the real Dr. Scholl or Duncan Hines (not to mention Dr. Condom), just check the index. Everyone will enjoy the many quaint illustrations, and serious researchers will appreciate the references in the 20-page bibliographic essay, which is organized according to the book's 16 chapters. Since this is fun to browse through as well as neces-

sary for reference, many libraries will want two copies.

***Keyguide to Information Sources on the International Protection of Human Rights***, by J.A. Andrews and W.D. Hines. 169p. New York: Facts On File, 1987 (0-8160-1822-7, 87-9068), \$40.

Timely, well-written, and useful, this guide explains both the structure and the substance of human rights literature, especially in its legal and comparative aspects. Part I contains five chapters giving an overview of human rights history and treaties, with references to Part II, a selectively annotated bibliography including treaties, law reports, international documents, reference works, periodicals, and other bibliographies. Part III describes governmental and nongovernmental international organizations involved in the legal protection of rights. Well-organized and indexed by author, title, subject, and organization, the *Keyguide* is an indispensable sourcebook for any reader interested in this critical topic.

***The Nuclear Arms Race***, by William Gay and Michael Pearson. 289p. Chicago: American Library Assn., 1987 (0-8389-0467-X, 86-32087), pap. \$29.95.

The first volume in *The Last Quarter Century*, an ALA series of research guides on major social issues, concerns the most pressing issue of all. *The Nuclear Arms Race* is a straightforward, unbiased introduction to the subject. Part 1 discusses the historical background of the arms race, Part 2 the probability and consequences of nuclear war, and Part 3 the debate over de-

terrence. The eight individual chapters include relevant charts and tables and are followed by substantial annotations of key sources and citations to other texts. The extensive appendix constitutes a comprehensive guide to research in the field. A four-page glossary, and author-title and subject indexes conclude the work. Since nuclear war is a topic of utmost concern, all libraries will want to own this title.

***The State-by-State Guide to Women's Legal Rights***, by the NOW Legal Defense and Education Fund and Renée Cherow-O'Leary. 523p. New York: McGraw-Hill, 1987 (0-07-047779-5, 86-2972) \$19.95; (0-07-047778-7), pap. \$12.95.

This convenient volume provides both a historical overview of women's improving legal status in the family, education, employment, and the community, and also a guide to law by state in each of these four areas. Statutory and case citations accompany the clear and understandable summaries of today's laws. Subjects covered under each area are diverse: for example, under "Women in the Community" one finds rape, battering, pornography, fair insurance practices law, housing, and other issues. Concise appendices list factors considered by courts in divorce and custody, and also lists regional civil rights offices, followed by further readings. No library should be without such basic legal information.

***World Education Encyclopedia***, 3 vols., edited by George Thomas Kurian. 1,800p. New York: Facts On File, 1988 (0-87196-748-0, 82-18188), \$175.

## Reference sources

Editor Kurian offers in-depth descriptions of the educational systems of 181 nations, including even tiny Andorra and the Vatican (it has seminaries) in the "Minor Countries" section. Following an overview of modern education, including many statistics, individual "country-chapters" provide basic educational data, history and background of that nation's system, its legal foundations, needs, and goals. Also discussed are administration and finance, nonformal education, and the teaching profession. Each chapter is signed and includes many tables, a bibliography, and a very useful short glossary. Appendices provide "Global Education Rankings," a "Global and Regional Bibliography," and a list of international organizations in the field, while the index provides subject access to the three volumes. An unrivaled source.

**\*We the People: An Atlas of America's Ethnic Diversity**, by James Paul Allen and Eugene James Turner. 315p. New York: Macmillan, 1988 (0-02-901420-4, 87-28194), \$105.

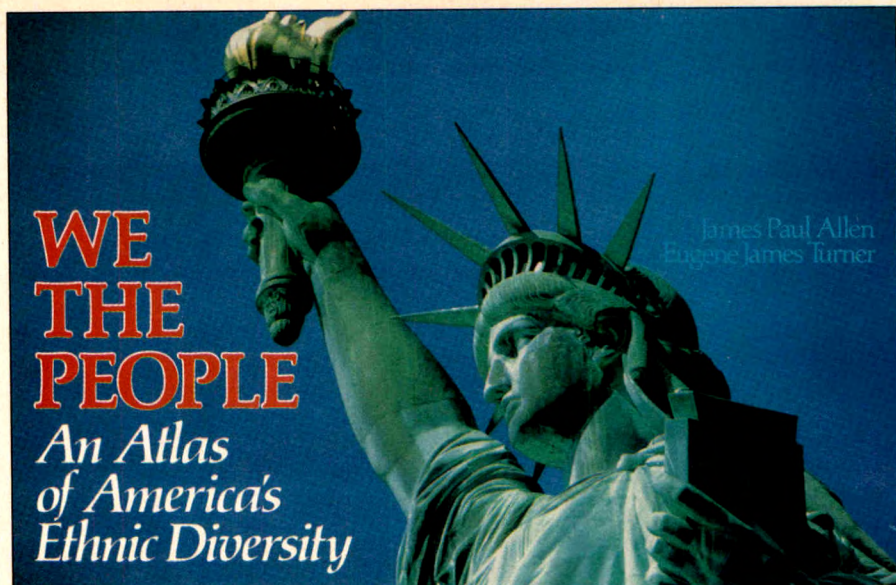
Between the covers of this beautifully produced atlas, the 1980 census data has been transformed into 111 vividly color-coded maps showing distributions and densities of 67 ethnic and racial groups, including native North Americans, for all 3,100 U.S. counties. Accompanying the full-page maps are smaller ones showing similar data from the 1920 census, along with fascinating explanatory essays and tables describing immigration history and settlement patterns. Introductory chapters describe the quality of the 1980 census and map design, construction, and interpretation. An extensive bibliography, tables of ancestry by state and county, and indexes by place and ethnic population complete this first atlas of its kind. It deserves a place of honor in every atlas case.

## Science and technology

**AIDS Information Sourcebook**, edited by H. Robert Malinowsky and Gerald J. Perry. 85p. Phoenix, Ariz.: Oryx, 1988 (0-89774-419-5, 87-31337), pap. \$35.

In the brochure "Understanding AIDS," Surgeon General Koop asserts that "it is important that you have the best information available for fighting the AIDS virus."

\*Dartmouth medal winner



This atlas (©1988 Macmillan Publishing Co.) shows the distribution of 67 ethnic groups.

This comprehensive directory and sourcebook includes a month-by-month chronology of AIDS-related events from 1981 to 1987; descriptions of U.S. and Canadian educational or counseling programs, research and testing facilities, and hotlines; a selective, briefly annotated bibliography of 737 articles, books, films, periodicals (including newsletters), and two plays dealing with AIDS; and subject and organizational indexes. Such a reference source is crucially important in providing access to the information that the Surgeon General has prescribed for the American public; and indeed "Compassion empowered with knowledge can achieve miracles."

**The Birder's Handbook: A Field Guide to the Natural History of North American Birds: Including All Species that Regularly Breed North of Mexico**, by Paul R. Ehrlich, David S. Dobkin, and Darryl Wheye. 785p. New York: Simon & Schuster, 1988 (0-671-62133-5, 87-32404), \$24.95; (0-671-65989-8), pap. \$14.95.

This volume is a treasury of basic information on each of the 646 species of birds in North America, enriched by 250 short essays on all aspects of avian behavior and biology. This book is a companion volume to any illustrated field guide. Left-hand pages feature entries on individual species (arranged by common name as in *Field Guide to the Birds of North America*, National Geographic Society, 1987), complete with the scientific name and its author, and references to plates in field guides. Right-hand pages contain the authoritative essays, which appear near their subject birds; they are cross-referenced to each other and listed together at the end of the book.

A summary line beginning each species

entry includes easily recognized symbols to provide basic information on nest location and type, diet, and foraging techniques. Appendices cover related matters such as Hawaiian birds and passerine classification. There is a 60-page bibliography, "Index to North American Birds," and a fine subject index. A must buy for any birding collection.

**Color Encyclopedia of Gemstones**, 2nd edition, by Joel E. Arem. 248p. New York: Van Nostrand Reinhold, 1987 (0-442-20833-2, 86-26759), \$49.95.

The standard reference work on gems and gemology for the last decade has now appeared in a new, even better form with the inclusion of such increasingly popular topics as synthetic gems, a detailed analysis of scientific color grading and testing, and information on the thermal properties of gems as "diagnostic tools"—for instance, to distinguish diamond from cubic zirconia. Aside from these more general chapters is the alphabetical list of 250 gem species, including occurrence, descriptive and historical comments, and technical data. A bibliography and index by gem name and subject are provided. Perhaps the highlight of this work, however, is the set of 300 glorious full-color photographs of every stone from amber to zircon, from uncut form to jewelry. For every library serving students or collectors.

**Encyclopedia of Artificial Intelligence**, 2 vols., editor in chief Stuart C. Shapiro; managing editor David Eckroth. 1,219p. New York: Wiley, 1987 (0-471-80748-6, 86-26739), \$175.

Ever since digital computers were devel-

oped, scientists have been trying to make them act in ways that model human intelligence—thus the term “artificial intelligence” (AI). This is the first encyclopedia to summarize the development of AI and clarify its scope, with over 260 alphabetically arranged articles, written and refereed by active researchers, on such subjects as Bayesian decision methods, expert systems, heuristics, and social issues of AI. General articles such as “Limits of AI” contain arguments from philosophy, psychology, and neurophysiology; biographies are excluded. There are over 450 illustrative tables and figures, a bibliography for each article, and an abbreviation list. A single comprehensive index of subjects, names, and computer systems, along with ample cross-references, provides easy access. A landmark source, this will be used by both computer scientists and those in other fields.

***Encyclopedia of Human Evolution and Prehistory***, edited by Ian Tattersall, Eric Delson, and John Van Couvering. 640p. New York: Garland, 1988 (0-8240-9375-5, 87-23761), \$85.

Experts wax enthusiastic about topics ranging from Adaptation(s) to Zuttiyeh (a cave site) and demonstrate a willingness to explore alternative interpretations of data

at levels ranging from general to technical. The alphabetical arrangement is preceded by detailed categorization of all 1,200 articles by subject, and the many charts, maps, drawings, and photos are models of clarity. Biographies of major past figures in paleo-anthropology and archaeology such as the Leakeys and Teilhard de Chardin are included. The authoritative contributors present all major points of view and are careful not to talk down to their intended audience. Cross-references leave little to chance, and the “Further Readings” reflect current thought. Appropriately enough, the book was published on 250-year life acid-free paper. This first comprehensive encyclopedia for the controversial field of evolution is indispensable for small and medium-sized libraries.

***Extinct Birds***, by Errol Fuller; foreword by Miriam Rothschild. 256p. New York: Facts On File, 1988 (0-8160-1833-2, 87-9073), \$35.

A shocking 94 percent of all bird species that ever existed are gone forever. This is the first book devoted solely to those extinct after 1600 since Walter Rothschild's classic *Extinct Birds* in 1907. Fuller's lavish work is complete with 59 superb color illustrations and 81 black-and-white lithographs and drawings of the likes of the dodo and the elephant bird. Entries on the

75 once-common species, mostly from Pacific islands (arranged as in *A Complete Checklist of the Birds of the World*, Oxford University Press, 1980), include historical as well as technical information, based on study of skeletal remains and fascinating eyewitness accounts by contemporaries of Audubon and Captain Cook. The inclusion of information on endangered species, an index by both Latin and common name, and a selective bibliography add to the value of the volume. An excellent source for bird lovers, students, and anyone who appreciates magnificent wildlife illustrations.

***Hazardous Chemicals on File***, 3 vols., loose-leaf, edited by Craig T. Norback; associate editor Judith C. Norback. 756p. New York: Facts On File, 1988 (0-8160-1355-5, 86-32798), \$250; annual update \$50.

Traditionally librarians and patrons seeking basic, up-to-date information on a particular hazardous substance would wander through a confusing maze of NIOSH, OSHA, and EPA publications and regulations. Now, thanks to this new use of the Facts On File looseleaf format, authoritative information is easy to find, photocopy, and update for the over 380 chemicals covered by federal regulations. An informative 28-page introduction,



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#### Reference sources

which includes a directory of OSHA and EPA regional offices, precedes the alphabetical arrangement of substances. For each one, the current permissible exposure limit, monitoring and measurement recommendations, medical procedures, personnel protection, and waste disposal methods are succinctly explained in lay language. An index concludes vol. 3. This is a reference tool of great practical value in an area of continuing and vital interest to all.

## Business and economics

**Compact Disclosure** (machine-readable data file). Bethesda, Md.: Disclosure Inc., 1986-. File size 12,000 records, updated monthly. Hardware requirements: IBM PC XT/AT with 512K RAM, 100 percent IBM compatible, and PS/2 computers; Philips, Hitachi, Amdek, Toshiba, Sony, and other CD-ROM readers. Software needed: MS extensions (included with package). Coverage: most recent five years. Cost: contact Disclosure Inc. Includes CD-ROM reader, software, compact disc, and users manual.

Imagine that your library has a database of very detailed financial and management information excerpted from reports filed with the Securities and Exchange

Commission—enough to fill 1,500 floppy disks—for 12,000 publicly held companies with at least \$5 million in assets and 500 shareholders. Then imagine patrons can search without your help in either an "Easy Menu" or well-thought-out "Dialog Emulation" mode, and can manipulate 256 data elements from the company résumé, ratios, balance sheets, etc. to create customized reports.

Now imagine that this information is on a microcomputer with standard hardware configuration, good data integrity and the ability to print or download to spreadsheet or word-processing software. This is *Compact Disclosure*—a model of easy accessibility, an elegant corporate reference tool, and a godsend for business people, investors, job-seekers, and researchers.

**The New Palgrave: A Dictionary of Economics**, 4 vols., edited by John Eatwell, Murray Milgate, and Peter Newman. 4,103p. New York: Stockton, 1987 (0-935859-10-1, 87-1946). \$750.

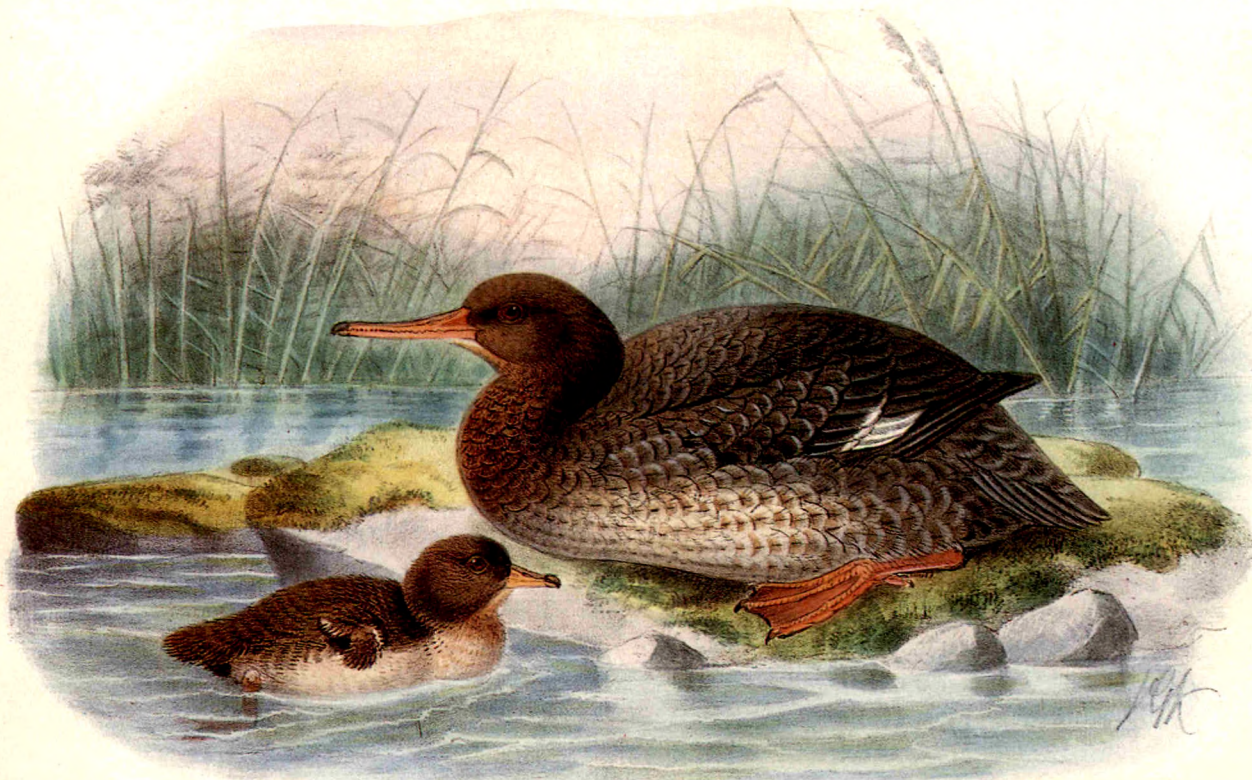
This new classic does great honor to its illustrious 1890s predecessor, Sir R.H. Inglis Palgrave's *Dictionary of Political Economy*. Over 900 top-notch contributors from 30 countries—often espousing opposing views in multiple, similar entries—have written over 1,900 signed, encyclopedia-length articles that thoroughly document technical economic theo-

ries. Fifty classic entries are reprinted from the original Palgrave's and so noted. The alphabetically arranged articles cover traditional topics, mathematical economics, new areas such as environmental law and game theory, and biographies of 655 important economists and politicians, all either deceased or born before 1916. Equations, diagrams, or graphs accompany some articles, and almost all are cross-referenced and have up-to-date bibliographies. Appended are lists of entries by author, a classified subject guide, and excellent 35-page index. *Palgrave* is absolutely essential for serious students of economics.

## Genealogy and heraldry

**A Dictionary of Heraldry**, edited by Stephen Friar; with illustrations by John Ferguson, Andrew Jamieson, and Anthony Wood. 384p. New York: Harmony/Crown, 1987 (0-517-56665-6, 87-8353). \$30.

Concise explanations of both the traditional terms of heraldry and armory and vernacular usages such as in airline crests, postage stamps, and trademarks can be found in this attractive and definitive dictionary. More than 30 distinguished ex-



Auckland Islands mergansers had a habit of concealing themselves among rocks instead of diving when pursued—perhaps a clue to their extinction, says Errol Fuller in *Extinct Birds*, published by Facts On File. This hand-colored lithograph by J.G. Keulemans is reprinted with the permission of Facts On File/Rainbird Publishing Group, Ltd.

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## Reference sources

perts contributed and many others assisted, including the bibliographer of the Royal Library at Windsor Castle. The approximately one thousand entries range from a few words to several pages; many have bibliographies and see also references.

Sixteen beautiful color plates and many photographs, drawings, and charts provide marvelous illustration. (For instance, a full-page photo of New Zealand's entry in the 1987 America's Cup race, which bore a spinnaker of "Azure on a Chevron Or," appears near the brief "sail" entry.) For heraldry societies worldwide, see the "Addresses" entry, and for a succinct bibliographic essay on this field, look in the "B" entries. An invaluable addition to any historical or genealogical collection.

**The Library: A Guide to the LDS Family History Library**, edited by Johni Cerny and Wendy Elliott. 763p. Salt Lake City, Utah: Ancestry Pub., 1988 (0-916489-21-3, 87-70109), \$32.95.

The Family History Library (FHL) of the Church of Jesus Christ of Latter Day Saints in Salt Lake City houses the largest collection of genealogical works in one location. Historians and genealogists, both amateur and professional, will find this book essential in understanding and accessing these rich resources. The first section introduces the library system (which has hundreds of branches worldwide) and explains how materials are gathered and classified, and what services the FHL offers. Subsequent chapters on the nine U.S. regions explain the kinds of records available for each state, with charts detailing exactly which of 35 categories of records are held for each county. Fourteen foreign regions, from Canada to the South Pacific, are also covered. Appendix A, describing "100 Genealogical Reference Works on Microfiche," precedes an index which includes all named authors, titles, and subjects. A truly unique and superlative work.

## Language, literature, and the arts

**Blacks in American Films and Television: An Encyclopedia**, by Donald Bogle. 510p. New York: Garland, 1988 (0-8240-8715-1, 87-29241), \$60.

When Bogle tells us that "black audiences also long for Prissy to slap Scarlett back," the reader knows this is no dull, merely descriptive encyclopedia. In a lively and candid style—punctuated by wonderful movie and TV stills and photographs of the stars—the author offers insightful in-

terpretations as well as synopses of the many roles blacks have played. Black-oriented movies since *Birth of a Nation*, excluding only documentaries and foreign films; TV series since "Amos 'n' Andy"; and TV movies, mini-series, or specials are described, complete with production credits, followed by a separate section of critical profiles of black actors, actresses, and directors. Excellent historical essays on the evolution of black characters begin the movie and television sections. The index includes personal names, titles, networks, and production companies. This is a major, long overdue contribution to our understanding of African-Americans in the media. For all libraries.

**The Cambridge Encyclopedia of Language**, by David Crystal. 472p. Cambridge and New York: Cambridge Univ. Pr., 1987 (0-521-26438-3, 86-32637), \$39.50.

Every aspect of language—its structure and use, speech, reading, writing, language rights, artificial language, and much more—is covered in this remarkable, lucid encyclopedia. The work is arranged thematically with nine parts, comprising 65 cross-referenced sections and hundreds of photographs, portraits, diagrams, maps, language jokes, and boxed tidbits of information. Appendices offer a 20-page glossary, abbreviations and symbols, table of languages, further reading, references, and separate indexes by languages, authors, and topics. Crystal is a descriptive linguist and this work is a scholarly summary of current and historical knowledge and research on the languages of the world, presented in an attractive, eminently usable, and fascinating package appropriate for all levels of use.

**Encyclopedia of Architecture: Design, Engineering & Construction**, 4 vols. of 5, editor in chief Joseph A. Wilkes; associate editor Robert T. Packard. New York: Wiley 1988—(0-471-63351-8, 87-25222). \$180/vol. on subscription; \$850/set prepaid.

Sponsored by the American Institute of Architects and written and reviewed by 500 experts, this comprehensive encyclopedia is an outstanding example of a much-needed reference work. The 500 topics, covered alphabetically, are timely (day-care centers, handicapped access laws and codes), biographical (Charles Bullfinch, R. Buckminster Fuller), and practical (fireplaces, electrical principles) as well as historical and artistic, stressing the last 200 years of Western architecture. The signed articles average 10 pages in length, closing with cross-references and bibliography. A copious variety of well-chosen photos, tables, and drawings enhance nearly every article.

The index will appear in vol. 5, but each volume of approximately 800 pages does list its own contents, followed by conversion factors and abbreviations. A wide-ranging audience from the do-it-yourselfer to the professional will applaud the completion of this superb set in late 1989.

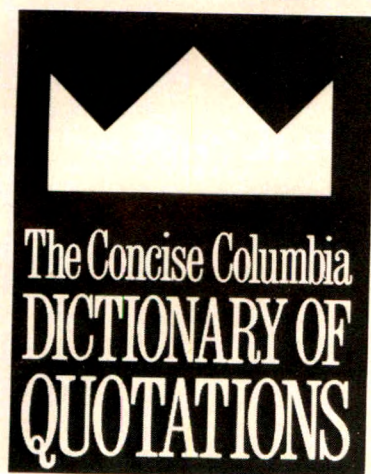
**A Guide to Folktales in the English Language: Based on the Aarne-Thompson Classification System**, by D.L. Ashliman. 368p. New York: Greenwood, 1987 (0-313-25961-5, 87-15017), \$45.

Once upon a time, there was a patron who wanted to find other stories with the same plot as "Rip Van Winkle." After seeking near and far, the patron came upon a helpful librarian, who quickly pulled out *A Guide to Folktales...*, which revises Stith Thompson's numerical system and descriptions of 2,500 basic plots. Using the easy thematic index with its title or keyword structure (rather than the more general chapter headings which group tales by type), the librarian found the classification number; then the entry "766 The Magic Sleep" provided a plot summary, cross-reference, and bibliographic references to 22 similar tales. The lists of secondary sources, folktale collections in print, and all 210 Grimm stories with classification numbers, found at the end of the book, greatly pleased the librarian. Patron and librarian lived happily ever after, especially since the book was printed on acid-free paper! The end.

**Writers for Children: Critical Studies of Major Authors Since the Seventeenth Century**, edited by Jane M. Bingham. 661p. New York: Scribner, 1988 (0-684-18165-7, 87-16011), \$90.

Thought-provoking essays, author bibliographies, and selectively annotated lists of critical and biographical materials combine to make this a versatile source. These 84 writers of children's classics from the 17th through the early 20th centuries are primarily British and American, but Hans Christian Andersen, the Grimm brothers, Jules Verne, and other Europeans are included. William Blake, Langston Hughes, Oscar Wilde, and others who wrote mostly for adults are also found here. The 4-10-page critical essays reflect an interesting diversity of approaches, often delving into relevant social, political, aesthetic, and moral issues. There is an index to all works and people referred to in the text, and credentials of the 64 contributors are provided. Like other Scribner titles such as *American Writers* and *British Writers*, this important source will be heavily used by both students and browsers. □

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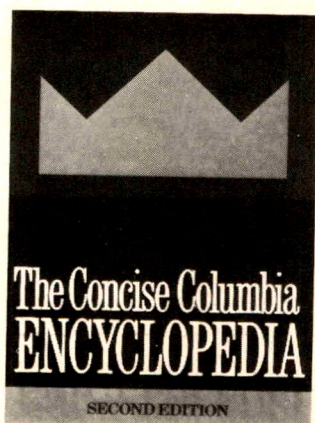
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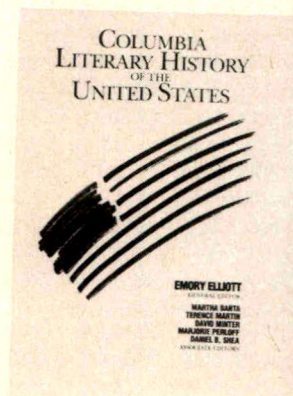
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## Computer-aided design programs

**Q.** Have any libraries used CAD (computer-aided design) programs for library space planning? Do you input the complete library floor plan, including stacks, when entering data into the program? Which CAD programs have libraries used? Are the programs difficult to use? Have libraries found additional uses for these software programs? (AL, Nov. 1988, p. 903) *Leslie N. Andersen, Public Services, University Library, California State University/Fullerton, Fullerton, CA 92634.*

**A.** The Fairfax County Public Library uses a computer-aided design system—AutoCad on a PS/2-60 IBM personal computer. I have used the AutoCad system to lay out a plan for an open system of office furniture in library workrooms and to generate design details for architects working with our buildings. I have also used the program to plan furniture arrangement and to anticipate shelving capacity in a municipal library building.

With AutoCad, I can easily "move the furniture" within a given space and print out the results. Corrections are simple to make, and the software allows the entire library floor plan or any part of it to be entered. Each piece of furniture can be placed in a special file and used again in another plan. The system uses a mouse and a menu tablet. I write the plans to scale and print them out on a wide-carriage IBM printer. However, the plans can only be printed to scale using a plotter.

AutoCad is not a self-taught program. Northern Virginia Community College offers courses, and they are also available at AutoCad training centers. *Gailyn Hlavka, Chief of Facilities Design, Fairfax County Public Library, 11216 Waples Mill Rd., Fairfax, VA 22030.*

**A.** We at Gaylord Brothers have designed several library projects using our computer-aided design program. You can outline a complete library floor plan or isolate any specific area of the library using CAD capabilities. CAD lets you make revisions quickly and view the floor plan in three-dimensional perspective, giving a greater degree of accuracy and understanding in space planning.

CAD can also be used on furniture. For example, the system can be used to design a circulation desk and can then relate both the individual components and the entire unit to the overall floor plan. *Joseph S. Pagano, Vice President, Gaylord Brothers, Box 4901, Syracuse, NY 13221-4901.*

**A.** The Library Learning Center at Niagara County Community College used AutoCad to rearrange furniture on the main level of the library. Since our college offers a course in computer-aided drafting, we were able to use a CAD student for the project. We anticipated a major rearrangement in conjunction with the acquisition of new carpeting, so we asked the student to input the entire main floor of the library—approximately 10,000 square feet.

We asked Donald Voisiniet, a CAD professor at NCCC, if he felt the programs could be used for other purposes in the library. He saw no other possibilities besides facilities planning or building.

We were pleased with the success of our project and would recommend CAD to others for space planning. However, the successful completion of the project would not have been possible without the many hours of work donated by the CAD student. *Martha Faller, Librarian and Chair, Facilities Planning Committee, Niagara County Community College Library Learning Center, 3111 Saunders Settlement Road, Sanborn, NY 14132.*

### Added A's to previous Q's

- In response to the question on using closed-access systems to circulate compact discs (AL, Nov. 1988, p. 902), I would like to describe a very workable CD circulation system developed by the Gates Public Library.

When a compact disc is purchased, our Technical Services Department processes a specially-designed vinyl case to house the disc. We purchase these vinyl cases from BOK Industries in Leroy, N.Y. Title, author, and contents are photocopied from the CD cover and laminated to the outside of the vinyl case. The cases are put on the library shelves for patrons to browse through, and the CD in its original case is kept in a metal filing drawer behind the desk, in ANSCR order. When patrons want to borrow a CD, they bring the vinyl case to the desk, and the original CD is placed in the empty case for the patron to take home. *Betty Slowe, AV Librarian Trainee, Gates Public Library, 1605 Buffalo Road, Rochester, NY 14624-1695.*

- I would like to respond to the question about acquiring inexpensive titles on the martial arts (AL, Dec. 1988, p. 957). Our company is a supplier of martial arts materials. When we noticed your question we enlisted the help of a martial arts author who has studied diverse areas in the field. From his reply, we developed a list of 25 books on the martial arts. Along with the list, we gathered timely tips on how the public library can cooperate with local martial arts groups, what types of martial arts books are available and which should be ordered in multiples, how to encourage borrowing of martial arts books, and how to "stay on top" of the field.

To obtain this six-page report entitled *Inexpensive Martial Arts Library*, send \$2.75 in U.S. funds to Impact Par Data. Enclose a self-addressed, unstamped business envelope. Allow four weeks for delivery. *Patricia Callahan, Marketing Manager, Impact Par Data, Box 8056, Substation #41, London, Ont., Canada N6G 2B0.*

- I am responding to the inquiry about martial arts books (AL, Dec. 1988, p. 957). As a practicing third-degree black belt and a working high school librarian, I would be happy to supply a list of inexpensive karate titles that have proved popular with our students. Readers need only send me a self-addressed, stamped envelope.

As librarians try to satisfy the high demand for such works, they should keep the following in mind:

1. Books that attempt to teach techniques of fighting, self-defense, and weapons are frequently misleading, poorly written, and dangerous. Readers should not attempt to use techniques without live instruction and practice.

2. Books that promote a single style of karate are often self-serving and are usually a waste of money for libraries with limited budgets.

3. Books that discuss martial arts history and philosophy can serve a wide range of readers and satisfy their curiosity without promoting the ridiculous stereotypes found in comic books and movies. In our library, this type of book is read most and stolen least. *Carole H. Carpenter, Milford Senior High School, 1019 N. Walnut St., Milford, DE 19963.*

- Our library has identified ways to reduce the interference be-

(Continued on p. 439.)

UPCOMING DEADLINES FOR CLASSIFIEDS:  
All ads received by May 5 will appear in the June LEADS.  
Ads received by July 5 will appear in the July/August LEADS.

# Career LEADS

american libraries classified ads

Beverly Goldberg, ed.

## CONTENTS IN ORDER

Late job notices  
LEADS guidelines  
Positions wanted  
Positions open  
Consumer classies  
Datebook calendar

## LATE JOB NOTICES

BEGINNING MAY 10, call 312-944-6780 x326 for June issue. Listings taken AS SPACE PERMITS. 20 lines maximum (approx. 50 spaces per line). ALA organizational members receive 17% discount.

\*\*\*\*\*

REF.-INSTRUCTIONAL LN./ASST. PROFESSOR to start June 1. Need beginner ref. ln. to create strong bibliographic instruction course & provide general ref. services & supervision. MLS from ALA-accred. lib. school & sound communication skills required. Prefer online Dialog search exp. Salary \$17,500-\$19,000, dep. on skills & qual. Send letter of appl. & res. (w/3 work ref., incl. current addresses & ph. nos.) to: Alice Bahr, Director, Lib., Spring Hill College, 4000 Dauphin St., Mobile, AL 36608. EOE.

ASSISTANT DIRECTOR. Responsibility for assisting director in overall planning, budgeting, & policy making for the lib. Supervises extension services & the heads of 4 depts. ALA-MLS. 5 yrs.' budgeting, planning, & supervisory exp., incl. exp. in staff selection, training, & evaluation. Salary: \$22,500-\$28,500 plus benefits. Applications accepted until position filled. Send letter, resume, & ref. to: Judy Hamilton, Director, La Porte County Public Library, 904 Indiana Ave., La Porte, IN 46350.

HEAD OF ADULT/INFORMATION SERVICES. Join an active & dynamic staff & management team at one of Wisconsin's most successful pub. libs. The lib. has just introduced an online public access catalog & is in the beginning phases of planning for a larger building. How to improve the effectiveness of existing info. services & how new technology can be incorporated is high on our agenda, as is examining how to strengthen our role as community info. center. Position requires an ALA-accred. MLS & at least 2 yrs.' prof. exp. w/excellent leadership & communication skills. Salary is \$22,892-\$26,535. There will be a 2% increase in July. Excellent benefits & low cost of living/high quality of life. If you're interested, send a letter of appl. & resume by May 31 to: John Nichols, Dir., Oshkosh Pub. Lib., 106 Washington Ave., Oshkosh, WI 54901.

REF. LN./MICROCOMPUTER SPECIALIST. Responsible to function as member of ref. dept. in circulation, instruction, & online searching; supply guidance, training, & support of microcomputer applications in public service & lib. projects. Master's degree in lib. science, 3 yrs.' exp. in col. lib., exp. in microcomputer appls. & software (incl. laser disk technology) req'd. 12-mo. position Entry-level salary \$28,800-\$36,000. Appls. close May 19. Contact for appl. form: Personnel Office, Truckee Meadows Community College, 7000 Dandini Blvd., Reno, NV 89512; 702-673-7168. EOE, AA.

LATE JOB NOTICES CONTINUED ON PAGE 414.

## EMPLOYERS:

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Employers, place your newest "Position Open" notices directly in the hands of thousands of professionally qualified candidates at the ALA Annual Conference in Dallas.

A special CONFERENCE EXPRESS classified listing will be printed quickly in June and handed out free to conference job seekers. The special one-time rate is \$3.00 per line, about one-half the cost of our monthly LATE JOB NOTICES (membership discounts not applicable). Lines are approximately 100 spaces; 10-line maximum.

Here's a chance to advertise those job openings falling between our June and July/August issues. (Our regular July/August issue isn't mailed until Aug. 1).

To be included your position announcement must reach us by June 5. Send to:

AL CONFERENCE EXPRESS  
American Libraries  
50 E. Huron St.  
Chicago, IL 60611

If you have any questions, please contact LEADS editor at:  
312-944-6780 x326.

LATE JOB NOTICES CONTINUED FROM PAGE 413.

DIRECTOR, Southern Conn. Lib. Council. Creative self-starter resp. for the admin., coord., & development of activities for a 100-member multi-type lib. cooperative. Demonstrated leadership ability, good oral & written communication skills, budgeting & grant writing exp. essential. A broad prof. perspective an asset. ALA-MLS w/min. 5 yrs. exp. incl. 2 supervisory. Salary: \$32,500-\$45,500. Will hire in lower third of range. Health & pension benefits. 20 days' vacation. Southern Conn. Lib. Council is located in Wallingford. Send ltr. of appl., resume, & names of 3 ref. by June 10 to:

Judy Savage, Pres., SCLC Exec. Bd., c/o Xavier HighSchool Lib., 181 Randolph Rd., Middletown, CT 06457. Interviews for qualified out-of-state candidates will be scheduled at ALA.

BRANCH DIRECTOR. Creative, energetic person to plan & coordinate activities & supervise staff in thriving branch. Reqs.: ALA-MLS, 4 yrs.' exp. in ref. or children's work, supervisory exp. Salary range \$22,000-\$31,209. Appl. deadline May 20. Send letter, resume, & 3 prof. ref. to: Theda Wexler, Personnel Officer, Chattanooga-Hamilton County Bicentennial Lib., 1001 Broad St., Chattanooga, TN 37402. EOE.

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(Special arrangements are available for library schools and individuals located outside the continental United States. Write for details.)

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REF. SUPERVISOR, Lincoln City Libs., the pub. lib. system in Lincoln, Nebr. Lincoln is the state capital; an ed'l. center w/2 univs. & 3 colleges; has rich cultural & recreational resources; is nationally recognized for its quality of life. Seeking a highly motivated individual w/a positive customer-service philosophy & strong leadership skills to supervise day-to-day operations of a busy ref. dept. in the hqtrs. lib. & to provide back-up ref. service to 6 branches. Resp. for ref. collection for the main lib. & a large periodicals collection for the system, supervision of a staff of 14 incl. 4 professionals, & direct public service using online databases & Dynix system w/public access catalog. MLS. Ref. exp. req'd. Some supervisory exp. Salary \$22,763. Closing date June 16. Apply to: County/City Employment Office, 555 S. 10th St., Lincoln, NE 68508.

TECHNICAL SERVICES LN. The U. of Wis.-Superior seeks a ln. who likes a small univ. environment & is interested in position requiring diverse skills & commitment to service. Resp.: cataloging, coord. of automation activ. (lib. bringing up an OCLC LS/2000 integrated system) incl. maint., collection development, teaching in lib. sci. prog. (the undergrad. minor), & evening & weekend rotation on central ref. desk. Faculty rank, tenure-track position; abil. to satisfy tenure & promotion reqs. & to participate in teaching, research, & service as full member of univ. fac. Req.: ALA-MLS & good communications & human relations skills. Exp. in cataloging, automation, &/or collec. development, & 2nd master's desirable. Position available Aug. 1. Min. sal. \$25,000 for 12-mo. appt. Attractive fringe ben. package. Closing date for appls.: May 20. Ltr. of appl., incl. res. & list of 3 ref., to: Bob Carmack, Dir. of Lib. & Media Resources, UW/Superior, Superior WI 54880. EEO, AAE.

TECHNICAL SERVICES LN., Town of Braintree. Needed for the Thayer Pub. Lib. Minimum reqs.: College grad., + master's degree in library science & 3 yrs.' prof. lib. exp. Cataloging, materials processing, & automation exp. preferred. Wages \$464.16 per week. Final date for accepted appls. is 4:30 pm, May 15. Kindly direct resume to: Personnel Dept., One JFK Memorial Dr., Braintree, MA 02184. AA, EOE.

CATALOG LN. Union Col. invites appls. for the position of catalog ln. Resp.: Participates in all cataloging activ. Creates orig. bibl. records. Catalogs rare books, Russian-lang. mat'ls., microforms, & other media. Supervises database maint. using Data Research Assoc. software. Supervises & trains support staff. Serves on col. & lib. cmtes. Some weekend ref. duty req'd. Req.: MLS from an ALA-accred. lib. school; thorough knowl. of cataloging principles, incl. AACR2, LC class. & subj. headings, OCLC MARC formats; demon. aptitude for analytical & detail work; good interpersonal & communication skills. Relevant exp. in an acad. lib. & familiarity w/Russian lang. des. Full-time, tenure-track position w/faculty rank. Permanent U.S. residency req'd. Sal. range from \$21,000 commen. w/qual. & exp. Appl. accepted until position is filled. Send ltr of appl. incl. resume & names & add. of 3 ref. to: Ann Seemann, Ln., Schaffer Lib., Union College, Schenectady, NY 12308.

UNIT HEAD--TECH. SERVICES LN. C, Vermont Dept. of Libs. (DOL) at Montpelier. Directs tech. services unit resp. for dept.'s cataloging & acqs. functions. Duties incl. orig. cataloging, OCLC cataloging for DOL & 100 pub. libs.; supervision of clerical & paraprofessional staff of 5 in acqs., OCLC, & local automated system cataloging & processing functions; technical consulting service & CE training to dept., state agencies, & pub. libs. Req'd.: MLS from ALA-accr. lib. school & 2 yrs.' prof. lib. exp. after the MLS, pref. incl. supvsy. exp.; or 5 yrs.' lib. exp. prior to MLS that incl. resp. for cataloging, tech. processing, & supvsn. of staff. Beginning sal.: \$20,301; goes to \$21,424 in July, & after satisfactory completion of 6-mo. probation increases to \$22,443. By May 20, apply to: Personnel Officer, Vermont Dept. of Libs., 109 State St., Pavilion Office Bldg., Montpelier, VT 05602; 802-828-3265. EOE. Interviews to be at applicants' expense.

DEAN, LEARNING RESOURCES, a 12-mo.-per-yr., administrative position at the American River College campus. Provides administrative leadership in the area of the lib, learning resources center, media services, & telecom. Req'd.: hold or be eligible for Calif. community college supervisor credential, plus an Instructor or Ln. credential. Have full-time prof. or administrative exp. in lib. resource center, media services, or telecom. Entering salary for 1989-90, \$51,890, plus stipend for an earned doctorate from an accred. institution. By May 22, mail or fax 2 sets of: resume, college transcripts, 3 ltrs. of ref., & ltr. of interest to: Los Rios Community College, Administrative Recruitment, 1919 Spanos Ct., Sacramento, CA 95825; 916-920-7912 (7:30 am-4:30 pm P.S.T.) or Fax: 916-920-7878. AA, EOE.

RARE BOOK CATALOGER, New York Historical Society. Prof. position under the supvsn. of the asst. ln. for technical services. Primary resp. for the cataloging of early Amer. imprints in areas of Amer. studies & for some special collections. Position is for 2 yrs. w/the possibility for retention as permanent staff thereafter. Req. an ALA-accred. MLS. Subj. MA in an area of Amer. studies highly des. Knowl. of AACR2 cataloging, LCSH, BDRB, and exp. w/OCLC or RLIN necessary. At least one yr.'s rare book cataloging exp. req'd. Knowl. of one European lang., Dutch, Spanish, or French pref. Position available June 1. Ben.: TIAA/CREF & excellent health care & insurance prog. 3 weeks' vacation. Sal.: \$23,000. Send ltr. of appl., resume, & names, add., & ph. nos. of 3 ref. by June 1 to: Robert P. Thompson, Asst. Ln. for Technical Services, New York Historical Society, 170 Central Park W., New York, NY 10024. EO, AAE.

LIBRARY DIRECTOR for Ohio County Pub. Lib., Wheeling, W.Va., serving pop. of 61,389. VTLS automation system, staff of 26 full- and part-time employees, annual budget \$500,000. Resp.: admin., supervision, PR, budgeting, coord. of automation project. Req.: ALA-accred. MLS. 5 yrs.' pub. lib. exp. & knowledge of automation preferred. Salary: \$26,000-\$32,000. Submit resume & 3 letters of ref. by June 15 to: Thomas A. E. Stephan, Chair, Board of Trustees, Ohio County Pub. Lib., 52 16th St., Wheeling, WV 26003.

LATE JOB NOTICES CONTINUED ON PAGE 417.

**DIR., Wayne (Mich.) Oakland Federation (WOLF),** Mich.'s largest coop. of community libs. serving 63 mem. libs. in Wayne & Oakland counties. Dir. reports to a 9-mem. bd., supervises 45 employees, & manages operating budgets that total approx. \$6 million. Reqs. ALA-MLS; business or pub. admin. bkgrd. would be a plus. Reqs. State of Mich. Lib. Cert. or abil. to obtain one. Should have min. of 10 yrs.' increasingly resp. exp., 5 of which should be in an admin. capacity, pref. in a pub. lib. system. Needs strong interpersonal communication & intergovernmental relations skills; be creative, analytical, a strategic planner, & have vision. Sal. low to mid-\$50s. Send res. by May 16 to: Jim B. Clarke, Principal, or Lori Holtrist, Assoc., c/o Korn/Ferry Int'l., 1800 Century Park E., Suite 900, Los Angeles, CA 90067; 213-879-1834.

**SENIOR LN.** Mississippi River community seeks ALA-MLS ln. w/3 yrs.' exp. to complete staff. Duties incl. public service & supervsn. of tech. processing. Min. salary: \$19,500 w/excellent health ben. Pls. send letter of appl., w/resume, credentials, & 3 ref. to: K. M. Weiss, Dir., Burlington Pub. Lib., 501 N. Fourth St., Burlington, IA 52601. AA, EOE.

**AUTOMATION/CIRC. LN.** Cumberland County seeks a dynamic, exp'd. prof. to supervise the hdqtrs. circ. & the lib. system's automation division (CLSI). MLS from an ALA-accred. lib. school; eligible for N.C. pub. lib. cert. 2 yrs.' exp. pref. Salary: \$22,854. Send resume & 3 ref. to: Pat Jones, Cumberland County Personnel Office, PO Drawer 1829, Fayetteville, NC 28302 (specify position #1451), w/copies to: Ricki Brown, Cumberland Co. PL & Info. Ctr., 300 Maiden Ln., Fayetteville, NC 28301. CCPL&IC is an equal-opportunity employer.

**TECHNICAL SERVICES LN.** Enthusiastic, energetic ln. needed for Kansas City (Kans.) Pub. Lib. Duties incl. cataloging, serial control, planning & participating in other system projects (incl. automation). Reqs. ALA-MLS. Salary \$18,800-\$26,360; negotiable dep. on qual. & years of exp. Includes 20 days' vacation, disability leave, & insurance benefits. Position open until filled. Send letter of appl., resume, & names of ref. to: Teresa Garrison, Kansas City Pub. Lib., 625 Minnesota Ave., Kansas City, KS 66101.

**ASST. LN., ASSOC. LN., OR LN./ASST. LIB. AUTOMATION OFFICER,** Ind. Univ. Libs.-Bloomington. Assist lib. automation officer in coordinating systemwide implementation of NOTIS; chair training/documentation teams which plan & coord. wkshps., demonstrations, & NOTIS Inc. training; work w/lib. staff, management, univ. computing staff, & local NOTIS task forces as appropriate in implementing system. Salary dep. on qual. & exp. Minimum: Asst. Ln., \$21,500; Assoc. Ln., \$27,000; Ln., \$33,000. Available: immediately. Closing date for apps.: No earlier than May 15. For further info., contact: Marilyn Shaver, Indiana Univ. Libs., Main Lib. C-201, Bloomington, IN 47405; 812-855-8196.

**PRESERVATION INTERN,** NYPL. 12-mo., temporary position (beginning Sept.). Under general direction of asst. dir. for conservation, will have period of general orien. in admin. of collec. mgmt. & preservation programs of Research Libs. Help plan & carry out specific preservation project (or projects), attend mtgs., & participate in wkshps. & staff training programs. After 11 mos.' trng., will sub-

mit written eval. of trng. exp. Qual.: ALA-MLS, supplemental training in preservation admin. &/or expertise in conservation procedures/techniques, demon. by prev. relevant work in conservation of research lib. mat'ls. 2 yrs.' prof. exp., incl. supervs., pref. Familiarity w/foreign langs., statistical analysis, sampling techniques/systs. analysis, & exp. in research lib. or archives desirable. Sal. \$27,300. Closing date: July 14. Prelim. interviews at ALA Dallas, or send appl. ltr. & res. to: Francine Feuerman, Human Resources Dept., 8 W. 40th St., New York NY 10018. EOE, M/F.

**BRANCH CHILDREN'S LN. & CHILDREN'S/REF. LN.,** Anchorage Municipal Libs. Resp.: Entry-level prof. lib. work in various aspects of children's services. One position also works half-time in adult ref. Qual.: ALA-MLS req'd. Exp. or training as a children's ln. & some pub. lib. exp. pref. Ref. exp. also pref. for the shared position. Starting sal. for both positions is \$29,328. Send ltr. of appl., names/ph. nos. of 3 ref., resume, & trans. by June 1 to: Municipality of Anchorage, Employee Relations, Attn.: Steve Williams, POB 196650, Anchorage, AK 99519; 907-343-4510. The Municipality of Anchorage is an equal-opportunity employer.

**REF. LN.,** Anchorage Municipal Libs. Provides ref. on desk & in ph. ref.; assists w/searching various online, CD-ROM, & personal computer databases & w/ILL request verification; performs collec. dvpt. in assigned subject areas. Reqs. ALA-MLS; good interpersonal skills; prior ref. exp. &/or public contact work pref. Salary \$14.10/hr. (\$29,328/yr.). Excellent benefits. Send letter of appl., names/ph. nos. of 3 ref., resume, & trans. by June 1 to: Municipality of Anchorage, Employee Relations, Attn.: Steve Williams, POB 196650, Anchorage, AK 99519; 907-343-4510. The Municipality of Anchorage is an equal-opportunity employer.

**BUSINESS & DOC'TS. LN.,** Anchorage Municipal Libs. Provides public ref. service; collec. dvpt. in assigned subjects; performs computer info. retrieval service; serves as bus., doc'ts., & patents resource person. Reqs. MLS & min. of 3 yrs.' prof. exp. w/proven emphasis on business &/or doc'ts. ref.; excellent interpersonal skills. Approp. major or significant undergrad. &/or grad. coursework in approp. areas pref. MS in relevant subj. area highly desirable. Sal. \$15.52/hr. (\$32,281/yr.). Excellent ben. Send ltr. of appl., names/ph. nos. of 3 ref., resume, & trans. by June 1 to: Municipality of Anchorage, Employee Relations, Attn.: Steve Williams, POB 196650, Anchorage, AK 99519; 907-343-4510. The Municipality of Anchorage is an equal-opportunity employer.

**SCI. & TECHNOLOGY LN.,** Anchorage Municipal Libs. Provides ref. service; collec. dvpt. in assigned subj. areas; computerized info. retrieval; serves as science & technology resource person. Reqs. MLS & 3 yrs.' prof. exp. w/proven emphasis on sci./technology ref.; skills in searching online databases. Approp. major or signif. undergrad. &/or grad. coursework in approp. areas pref. MS in relevant subj. area highly des. Sal. \$15.52/hr. (\$32,281/yr.). Excellent ben. Send ltr. of appl., names/ph. nos. of 3 ref., res., & trans. by June 1 to: Municipality of Anchorage, Employee Relations, Attn.: Steve Williams, POB 196650, Anchorage, AK 99519; 907-343-4510. The Municipality of Anchorage is an equal-opportunity employer.

**LN.** New Hampshire State Lib. seeks a head for its tech. services bureau. Resp. incl. supvsn. of acqs., cataloging, periodicals, bindery, & mat'l. processing. NHSL is a processing ctr. & a reg'l. system in N.H. Automated Info. System. NHSL is a mem. of NELINET/OCILC & coordinating agency of 4 reg'l. systems that use LS/2000 system to develop online union catalogs in state's multitype lib. network. Req'd. to coord. tech. svcs., policies, procedures, & bibl. control of statewide database. Reqs.: ALA-MLS, 5 yrs.' prof. lib. exp., incl. 3 yrs. in supvsy. or admin. capacity, & good oral & written communication skills. \$26,539.50-\$31,668, excellent ben. Position starting date is July 1. Appls. rec'd. by May 26 given first consideration. Send ltr. of appl., res., & names of 3 ref. to: Matthew J. Higgins, State Ln., New Hampshire State Lib., 20 Park St., Concord, NH 03301. An equal-opportunity employer.

**ADULT SERVICES SUPERVISOR** (search extended). Rapidly growing pub. lib. system seeks creative prof. to manage adult dept. at Westminster Branch Lib. Fast-paced environment. Supervises & trains prof. & paraprof. dept. staff, evaluates adult collection maint., readers' advisory, & coords. micro-computer-related activ. Growth opportunities available. Excellent benefits. Carroll Co. Pub. Lib. is a progressive system dedicated to customer

service. Beautiful suburban area adjacent to Baltimore, Md., & Washington, D.C. Qual.: ALA-accred. MLS, plus one yr.'s prof. exp., incl. supvsy. exp. or training. Starting sal.: \$26,800 (increase expected in July). Closing date: Accepting res. until position is filled. To apply, send cover ltr., res., & names of 3 ref. to: Rae Helton, Carroll Co. Pub. Lib., 50 E. Main St., Westminster, MD 21157.

**DIR.** Rochester (N.Y.) PL/Monroe Co. Lib. System seeks CEO to direct central lib. & its 11 city branches, & oversee services for city libs. & for 18 independent co. libs. Combined annual budget of \$11 million w/approx. 400 employees. Reports to 7-mem. city bd. & to an 11-mem. co. bd. Resp.: Provide ldrshp. & direction, recommend policy to bds. & implement adopted policies; seek imaginative ways to deliver lib. svcs. to pop. of 702,000+; manage & enhance pub. & private financial resources; oversee major capital expansion project & computer conversion, already underway. Qual.: ALA-MLS + at least 10 yrs.' prof. exp., incl. 3 in major pub. lib. &/or lib. system. Proven abil. to work effec. w/lib. bds. & gov't. officials & to plan & coord. work of multilayered lib. staff. Excellent oral & written presentation skills. Sal. range \$59,000-\$72,000. Appl. deadline: May 15. Send res. to: Esther Rosenberg, Korn/Ferry Int'l., 237 Park Ave., New York, NY 10017.

# LEADS INFORMATION

## Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

## Frequency/Deadlines

**LEADS classifieds:** All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

## LEADS Rates

**NOTE:** ALA organizational membership required for discounts on job recruitment advertising.

**Joblines:** Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (**NOTE: AL does not supply job lists or forward jobs to clearinghouses.**)

**Positions Wanted:** ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

**Positions Open, Professional Exchange, or Requests for Proposals** (Please state department and format desired):

**Line-by-line:** \$6/line; 25% off for ALA organizational members (\$4.50/line).

**Display:** Boxes, larger type, prominent format. \$60/column inch; 25% off for ALA organizational members.

**Late Job Notices:** \$6/line (no display ads accepted); 17% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

**Automation Exchange:** Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$6/line (no display ads accepted); multiple-insertion discounts on total cost: 2-5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

**Consumer Classics:** Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

**Datebook:** Line-by-line or display format. See rate box in section.

**Box numbers:** AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads).

**GRAPEVINE weekly online job alert:** All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

## Address

Contact: Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

**Electronic Mail:** Via ALANET: write c/o ALLEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

**To reply to box nos., write:** Box (no.), c/o Beverly Goldberg at American Libraries. Mark mailing envelope "Confidential."

## PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

## GRAPEVINE Rates

**Brief job listings only.** Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

Another service from LEADS classifieds:

## ATTENTION: Computer Users Your fully compatible, user-friendly support network is here. Welcome to AL's Automation Exchange

Want to sell that display monitor in the storeroom? Need a customized program in a hurry? Desperate for *usable* staff training materials? Whatever your high-tech dilemma, user-friendly help has arrived with AL's Automation Exchange listings.

Appearing next to our popular Consumer Classics department, Automation Exchange is designed to serve the special needs of computer users at all levels of expertise. On the "menu" are:

- **Instructional Materials** available/wanted;
- **Used Hardware/Systems** available;

- **Public Domain Software** for library-specific applications;
- **Hard/Software Wanted** for the automated workplace.

The rates are user-friendly, too: \$6/line with discounts for repeat advertising (for details, see the Career Opportunities box that follows Late Job Notices).

### How to Log On

Place all notices with Beverly Goldberg, LEADS Editor, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (Telex: 490-999-2040; ALANET: ALLEADS or type REQUEST LEADSAD at system level).

Expand your options.  
>GO TO Automation Exchange

## CAREER OPPORTUNITIES

### JOB LINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL **does not** supply job lists or forward jobs to clearinghouses. For complete Joblines, see February AL, p. 135.

**ASIS**, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.**, 602-278-1327, see also Mountain Plains; **ACRL**, 312-944-6795; **Br. Columbia**, 604-430-6411; **Calif.**, 916-443-1222 or 818-797-4602; **CMLEA**, 415-697-8832; (**Calif.**) **San Andreas-S.F. Bay/SLA**, 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; **S. Calif./SLA**, 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs.**/Ottawa Chap., 613-237-3688; **Colo.**, 303-866-6741, see also Mountain Plains; **Conn.**, 203-645-8090; (**D.C.**) **Metro. Wash.**, 202-223-2272; **Del.**, 302-736-4748 (in Del. only, 800-282-8696); **Drexel Univ.**, 215-895-1672; **Fla.**, 904-488-5232; **Ill.**, 312-828-0930; **Ind.**, 317-926-6561; **Institutional Libs.**, S. Carlson, R.I. Dept. of State Lib. Svcs., 300 Richmond St., Providence 02903; **Ia.**, C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.**, see Mountain Plains; **Md.**, 301-685-5760; **Mich.**, 517-694-7440; **Midwest**, 317-926-8770; **Mo.**, 314-442-6590; **Mont.**, see Mountain Plains; **Mountain Plains**, 605-677-5757; **Nebr.**, 402-471-2045, see also Mountain Plains; **New Eng.**, 617-738-3148; **Nev.**, see Mountain Plains; **N.J.**, 609-695-2121; **N.Y.**, 212-227-8483; **N.Y. Chap./SLA**, 212-214-4226; **N.C.**, 919-733-6410; **N.D.**, see Mountain Plains; **Okl.**, 405-521-4202; **Ore.**, 503-585-2232; **PNLA**, 206-543-2890; **Pa.**, 717-234-4646; **PLA**, 312-664-5627; **R.I.**, P. Stoddard, Univ. of R.I. Lib., Kingston 02881; **Rural Libs.**, M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.**, Univ. of, 803-777-8443; **S.D.**, see Mountain Plains; **SLA**, 202-234-3632; **Tex.**, 512-463-5470; **Utah**, see Mountain Plains; **Vet. Admin. Lib. Network**, 202-233-2820; **Va.**, 703-370-7267; **W. Va.**, call Pa. Coop. Job Hotline; **Wyo.**, see Mountain Plains.

**Employers: Your search is over.  
Get your LEADS here.**

### POSITIONS WANTED

**SCHOOL LIBRARIAN**. 12 yrs.' experience. K-6. 9-12. ALA-MLS. MS in Education, EdD in Educational Technology. Computer and technology literate and innovative. Experience in extracurricular activities and professional organizations. Position wanted in Pittsburgh area. Contact: Carol Mann, 900 Lakeland, Mesquite, TX 75149.

**CATALOGER: ALA-MLIS WITH 2 YRS.' EXPERIENCE**. Master's of History; LC, Dewey. AACR2. MARC. LCSH. Fluent Russian, Italian, working knowledge of French, Latin, Slavic, German. Sound experience in online cataloging, searching, conversion (Utlas, DRA, others, microcomputers). Will relocate, prefer N.Y., Pa., D.C. Reply to: Box B-990-W, c/o LEADS editor, *American Libraries*.

**MULTILINGUAL LIBRARIAN SEEKS MIDWEST POSITION**. ALA-MLS & MA-Spanish; also know Catalan/Danish/Norwegian/Swedish. Computer literate; varied experience, most recently in small library administration. Library & nonlibrary settings considered. Catherine A. McClarey, POB 9, Dwight, IL 60420.

**SCIENCE LIBRARIAN**. ALA-MLS, 9+ yrs.' experience, BS (Biology, Chemistry), exp. in academic, health science, and public libraries, including both public and technical services and administration. Experience with microcomputers. Will relocate—prefer Western region. Available July. M. Khan, c/o Rasheeda Moynuddin, 6304 Cory St., Simi Valley, CA 93063.

### POSITIONS OPEN

#### ACADEMIC LIBRARY

**Acquisitions/gifts librarian** (new position), George Mason University. Rapidly growing institution in northern Virginia, 20 miles from Washington, D.C., seeks individual to manage acquisitions and gifts program in highly automated environment, in close collaboration with head of collection development and liaison librarians. Will implement NOTIS acquisitions subsystem, supervise 3 classified employees, and work some hours on public service desk. **REQUIREMENTS**: ALA-accredited MLS and experience in acquisitions. Knowledge of book trade, OCLC and MARC formats, and super-

visory experience preferred. Salary: \$25,000 and up, depending upon qualifications. **Screening of applications will begin May 31**; position will remain open until filled. Send letter of application with resume and names of 3 references to: Library Appointments Committee, **George Mason University, 4400 University Dr., Fairfax, VA 22030-4444**. AA, EOE.

**Assistant coordinator of technical services** (search reopened), Joyner Library, East Carolina University. **POSITION RESPONSIBILITIES**: Assist in planning, coordinating, and supervising personnel and activities needed for materials acquisition, cataloging, serials control, and implementation of LS 2000 in Joyner Library and the branch Music Library. Department staff of 31 includes 7 librarians. **QUALIFICATIONS**: MLS from an ALA-accredited library school; minimum of 3 yrs.' successful experience in an academic or other large library, including a strong background in original cataloging and LC classification, AACR2, subject analysis, LC subject headings, and MARC tagging; knowledge of issues and trends relating to the automation of library processing; administrative experience including the supervision and training of library staff; willingness to accept responsibility and ability to work harmoniously with other professionals, support staff, and student assistants; and good written and oral communication skills. 2nd master's degree and evidence of professional activities at state and national level preferred. 12-mo., tenure-track faculty appointment. Salary \$26,000 minimum, depending on qualifications and experience. Research and publication expected for tenure and promotion. East Carolina University has over 15,000 students in its College of Arts and Sciences and 10 professional schools. It is a constituent institution of the University of North Carolina System. **Screening of applications will begin July 1**, and continue until position is filled. Official transcripts from each college or university attended will be required prior to any offer of employment. Send letter of application, resume, copies of transcripts, and names of 3 current references to: Jo Ann Bell, Acting Director of Academic Library Services, **Joyner Library, East Carolina University, Greenville, NC 27858-4353**. Federal law requires proper documentation of identity and employability at the time of employment. It is requested that this documentation be included with your application. East Carolina University is an affirmative-action, equal-opportunity employer and as such, encourages applications from women, blacks, and other minorities.

**Assistant librarian** for small (250 FTE), growing community college on tropical island in newest U.S. commonwealth. This new position will help director provide all basic library services for multiethnic island student body. Excellent opportunity for new librarian to gain valuable experience. **QUALIFICATIONS:** ALA-accredited MLS; ability to work in a multicultural environment; willingness to help. **Benefits:** no federal income tax (modest local tax); moving expenses; pristine white sand beaches; year-round 80-degree weather. Minimum salary \$21,400. Applications accepted until position is filled. Send resume, biographical sketch, official transcripts, and 3 references to: Library Search Committee, Northern Marianas College, Box 1250, Saipan, MP 96950.

**Associate librarian and coordinator, collection management,** Undergraduate Library, University of Michigan Library. **RESPONSIBILITIES:** Oversees acquisitions and course reserves operations at Undergraduate Library (UGL). Coordinates UGL selection activities and selects books for UGL in selected subject areas. As a member of UGL's reference staff, provides reference and bibliographic instruction to UGL users which may include team teaching a credit course for communication majors on information gathering for mass media. Participates in librarywide planning and management activities as appropriate, particularly in the area of collection development. Performs related professional tasks as appropriate. **REQUIRED:** Accredited MLS. 2 yrs.' previous supervisory experience or equivalent in an academic library. 1-2 yrs.' experience in collection development. Superior oral and written communication skills. Previous teaching and reference experience in an academic library. Demonstrated knowledge of the principles of materials selection in an academic library. Ability to work independently and cooperatively with staff at all levels. Demonstrated commitment to public services for undergraduates in the teaching library environment. Demonstrated ability to work effectively in a demanding and rapidly changing technology-based library environment. **Desired:** Previous experience with NOTIS. Minimum salary of \$24,500 dependent on previous relevant experience. **Applications received by May 31 will be given first consideration.** Apply to: Lucy R. Cohen, Manager, Library Personnel and Payroll Services, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109-1205. The University of Michigan is a nondiscriminatory, affirmative-action employer.

**Bibliographer, Western European social sciences,** Cornell University. Half-time position in collection development department. **RESPONSIBILITIES:** Plan, develop, and manage collections on Western European social sciences, including economics, sociology, political science, and current affairs; select from all relevant sources including commercial and scholarly publications, learned societies, and government agencies; advise on preservation needs of Western European social sciences materials; advise on ordering and processing; coordinate with other selectors as a member of the social sciences selection team; work closely with faculty to establish collection priorities; provide advanced reference and instruction as time permits. **QUALIFICATIONS:** MLS or equivalent. Reading knowledge of at least 2 modern continental European languages; willingness to learn others as needed. Good interpersonal skills. Background and interest in government publications highly desirable. Salary: Depends on qualifications (\$10,500 minimum). Applications accepted until position filled. **Send application, cover letter, and list of 3 references by May 15 to:** Ann Dyckman, Director of Personnel, 201 Olin Library, Cornell University, Ithaca, NY 14853. Cornell is an affirmative-action, equal-opportunity employer.

**Bibliographic instruction and branch librarian.** Participates in general BI program; supervises 3 branch libraries (Art, Music, Science); and oversees ILL division. Reports to head of public services. Faculty liaison for collection development. Some evening/weekend duty. **QUALIFICATIONS:** ALA-MLS, excellent interpersonal skills. **Desired:** Subject knowledge appropriate to one or more branches; experience with microcomputers. Salary: \$26,000-\$30,000. **Benefits:** 22 days' vacation; excellent fringe benefits package. Applicant screening started May 1; position open until filled. Send resume and names, addresses, and phone numbers of 3 professional references to: John Jaffe, Director of Libraries, Sweet Briar College, Sweet Briar, VA 24595. EEO, AA employer.

**Bibliographic instruction librarian/English literature and language bibliographer,** University of Cincinnati. Responsible for the development, implementation, and evaluation of a library instruction program for Langsam Library. Also responsible for the development, management, and evaluation of English language and literature collections. Langsam Library, a general library with collections in the social sciences, humanities, education, and business, is the main library in a system which includes 11 specialized libraries, an online catalog (UCLID), and a total collection of more than 1.5 million volumes. **REQUIRED QUALIFICATIONS:** MLS from ALA-accredited program; master's degree in English or relevant combination of education and experience;

3 yrs.' professional experience in an academic library; 2 yrs.' experience in library instruction; ability to communicate clearly and effectively both orally and in writing. **Preferred qualifications:** 2 yrs.' collection development experience; reading ability in one modern European language; and graduate training in English or comparative literature beyond the MA level. Salary range: \$22,535-\$26,650, depending on qualifications and experience. Excellent fringe benefits. **Application deadline: Postmarked by May 26.** Send letter of application, including resume and the names, addresses, and phone numbers of 3 references, to: Mark W. Weber, Personnel Officer, University of Cincinnati Libraries, Mail Location #33, Cincinnati, OH 45221-0033. The University of Cincinnati is an affirmative-action, equal-employment-opportunity employer.

**Catalog librarian,** bibliographic services department. Performs original cataloging for monographs, serials, and special format materials to be inputted into the OCLC database. Coordinates postcataloging authority work (name, series, and subject), precatalog searching, and backlog control. Reviews new series records established by the library. Assists in training new library assistants. Assists in revising the work of library assistants, clerks, and students, and provides input into evaluations. Prepares policies and procedures as assigned. **QUALIFICATIONS:** ALA-accredited MLS required. The following are preferred: working experience with MARC format and OCLC or a comparable bibliographic utility; experience with AACR2, LCSH, LC classification, and MeSH; reading knowledge of at least one major European foreign language; background in the sciences; ability to meet requirements for faculty advancement. **ENVIRONMENT:** VCU Library Services, located in Richmond, has research libraries serving 20,000 students on the academic and medical campuses. VCU is a member of the Association of Southeast Research Libraries and the Center for Research Libraries. The OCLC LS/2 library system is in operation as the library undergoes conversion to NOTIS. The library has approximately 825,000 volumes and the 1987-88 materials budget was approximately \$2.2 million. Salary: \$22,000 minimum. Benefits include 27 days' leave, choice of health plans (including HMOs and dental plans), choice of retirement and annuity plans (including TIAA/CREF); remuneration for university coursework; and paid life insurance. A complete job description is available upon request or application. **Review of applications will begin June 1.** **APPLICATION:** Submit inquiries, resume, and names and phone numbers of 3 current references to: John Duke, Head, Bibliographic Services Department, University Library Services, Virginia Commonwealth University, VCU Box 2033, Richmond, VA 23284-2033. Virginia Commonwealth University is an equal-opportunity, affirmative-action employer. Women and minorities are particularly encouraged to apply.

**Catalog librarian,** Tennessee Technological University. Responsible to the coordinator of the bibliographic control division. **RESPONSIBILITIES:** Doing original cataloging and editing OCLC member-input records primarily of monographs and serials, but possibly other formats as well; creating and maintaining records for holdings in online public catalog and authority files; checking physical processing and manual records for cataloged serials and add copies; and performing some information desk service (possibly nights and weekends). Some responsibilities may change as a result of library automation. **QUALIFICATIONS:** Master's degree from a program accredited by ALA. Knowledge of LC classification and subject headings. Knowledge of AACR2 revised, ability to use OCLC for most formats, knowledge of MARC record formats, knowledge of LC authority records. Proficient written and oral communication skills. Ability to provide reference service and ability to

## Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 15 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	\$22,200
Indiana	varies*
Iowa	\$18,792
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$22,000
New Jersey	\$22,000
New York	varies*
North Carolina	\$20,832**
Ohio	\$20,024
Pennsylvania	\$20,000
Rhode Island	\$21,000
Vermont	\$19,500
West Virginia	\$20,000
Wisconsin	\$23,700

\*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

\*\*North Carolina State Library's recommendation is only for public librarians.

work cooperatively and collegially with library staff and other university personnel and students. **APPOINTMENT:** Position is permanent, tenure-leading, with faculty status and rank. Appointment rank will be Instructor. Librarians are expected to meet tenure and promotion requirements of the library faculty. Conditions are: 12-mo. contract, 24 days' annual leave, 11 university holidays, 12 sick days, health life insurance package with 80% paid by university, retirement program choice of either TIAA CREF or state system. Both are paid entirely by the university (annual rate is approximately 10% of salary), better-than-average funding, and support for professional development. Salary is minimally \$18,800, more depending on experience. **UNIVERSITY:** Tennessee Technological University is a state-supported institution within the State University and Community College System of Tennessee. Tech has approximately 7,000 full-time students and 350 full-time faculty. The library has 15 library faculty and 18 support staff. The library began implementation of the ATLAS system of Data Research Associates in April, and will occupy a new building in June. **APPLICATION PROCEDURE:** The position is now open and will be filled as quickly as possible. **Screening of applicants will begin July 1.** Position will remain open until filled. To apply, you must send: letter of application, resume, transcripts for all college credits (unofficial copies of transcripts are acceptable for initial application), and 3 current letters of reference to: Cataloger Search Committee, **Tennessee Technological University, Library, Box 5066, Cookeville, TN 38505.** Minorities are encouraged to apply and to identify themselves for affirmative-action programs. AA, EEO employer.

**Cataloger.** Legal materials in Portuguese, Spanish, and English, including serials. **RESPONSIBILITIES:** Cataloging in all formats; authority control for new INNOPAC installation; supervision of 2 clerical and 4+ student employees for physical processing and bar coding; developing and documenting new procedures. **REQUIRED:** ALA-accredited MLS; 2 yrs. + cataloging experience; suitable language skills; a results-oriented person with good "people" skills and the ability to write well. Salary: mid-\$20s commensurate with experience. Contact: Felice K. Lowell, Assistant Librarian for Technical Services, **University of Miami Law Library, POB 248087, Coral Gables, FL 33124; 305-284-2250.**

**Cataloger/reference librarian,** Lander College, a state-supported college. Library moving toward automation. A 12-mo. appointment with faculty rank and status. **RESPONSIBILITIES:** Performs duties in technical services and reference. Assists with bibliographic instruction program. **QUALIFICATIONS:** Requires ALA-accredited master's degree, 2 yrs. professional experience in college library desirable. Evidence of continuing professional development. Good communication skills and interpersonal skills. Excellent fringe benefits. Salary: \$25,000-\$28,000. Preferred starting date: July 1. **Review of applications will begin May 15.** Submit application, resume, and 3 letters of reference to: Ann Hare, Director of the Library, **Jackson Library, Lander College, Greenwood, SC 29649.** EEO, AAE.

**Cataloger, Southeast Asian materials.** Anticipated vacancy, temporary (through Dec. 31—possible renewal). Original cataloging of monographs and serials in English and Indonesian, mostly in microfiche. **REQUIREMENTS:** MLS or equivalent; 2 yrs. cataloging experience; familiarity with AACR, LC classification and subject headings, MARC format, and Indonesian language. Knowledge of OCLC tagging preferred. Salary: \$20,000-\$22,000. **Send resume and 3 references by June 10** to: Elizabeth Hoffmann-Pinther, **Ohio University Libraries, Athens, OH 45701-2978.** AA, EEO employer.

**Cataloging librarian.** Colgate University, a highly selective independent college located in rural upstate New York, requires a cataloger to perform original and complex member copy cataloging. Collection development and reference duties may also be assigned. **ESSENTIAL:** ALA-accredited MLS and excellent communication skills. **Preferred:** LC cataloging experience using OCLC and some supervisory experience. Salary: \$22,500 minimum. **Send letter of application, resume, and addresses/telephone numbers of 3 references before June 15** to: Judith Green, University Librarian, **Case Library, Colgate University, Hamilton, NY 13346.** An AA, EOE employer.

**Cataloging librarians (2 positions),** tenure-track, 12-mo., full-time appointments available June 18. The **French-language cataloger** will perform original and copy cataloging and Library of Congress classification of monographic materials in the social sciences, history, or literature. **REQUIRES** ALA-MLS; strong reading knowledge of French; cataloging experience with AACR2 or recent library school training in cataloging; ability to work effectively with a large staff. Prefer degree or strong coursework in the social sciences, history, or language and literature; reading knowledge of one other Western European classical or modern language (other than Spanish or Portuguese); successful cataloging experience in a research library including the use of Library of Congress subject headings and Library of Congress classification; understanding of cataloging applications of library automation. The **Spanish-language cataloger** will perform original and copy cataloging and Library of Congress classification of monographic materials primarily in Spanish and Portuguese. **REQUIRES** ALA-MLS; strong reading knowledge of Spanish; cataloging experience with AACR2 or recent library school training in cataloging; ability to work effectively with a large staff. Strongly prefer coursework in the social sciences or history. Prefer background in Spanish or Portuguese language and literature; strong reading knowledge of Portuguese; successful cataloging experience in a research library, including use of Library of Congress subject headings and Library of Congress classification; understanding of cataloging applications of library automation. Annual salary: \$20,500-\$24,500 dependent upon qualifications. Excellent benefits. **Applications must be postmarked by June 9.** To apply for either position, send letter of application, resume, undergraduate and graduate transcripts, and names of 3 references to: Sandra Gilliland, **University of Kansas Libraries, Lawrence, KS 66045-2800.** An AA, EOE employer.

**Coordinator of monographic acquisitions.** University of Delaware Library. Search extended. Under the direction of the head, central processing department, responsible for the acquisition of monographs, media materials, and special collections materials including preorder searching, order input, order receipt, and gift processing. Also oversees the receipt of standing orders and blanket/approval plan materials. Duties include: supervision and training of unit staff (9); monitoring workflow: formulation, implementation, documentation of procedures; solving complex order and receipt problems; ensuring quality control of online order and receipt records. Works closely with the coordinator of serials acquisitions, coordinator of copy cataloging, head of collection development, head of media services, and assistant director of libraries for special collections. An integrated library system using NOTIS software is being implemented with a public access catalog and circulation component in operation. Presently utilizing the OCLC acquisition subsystem with plans to implement NOTIS acquisitions in mid-1989. The coordinator will have an important role in the implementation and interpretation of NOTIS acquisitions. Excellent opportunity

for self-motivated individual to develop management skills while exploring and implementing creative solutions to diverse online acquisitions and workflow issues. **QUALIFICATIONS:** Master's in library or information science from an ALA-accredited program. Strong oral and written communication skills. Ability to establish and maintain effective working relationships. Knowledge of MARC book format. Acquisitions experience. **Preferred:** Working knowledge of one European language. Experience with automated and/or integrated systems. Familiarity with microcomputer applications. Will be filled at the Assistant Librarian (entry-level; minimum \$21,500) or Senior Assistant Librarian level (2-4 yrs. experience; minimum \$23,800). Rank and salary dependent upon experience and qualifications. Vacation of 22 working days. Liberal sick leave. Employees' basic Blue Cross-Blue Shield, major dental and medical, group life insurance, and long-term disability all paid by the university. TIAA/CREF. Tuition remission. **To ensure consideration, applications should be received by May 21.** To apply, send letter of application, current resume, and the names and telephone numbers of 3 references to: Maidel Cason, Assistant Director of Libraries for Administrative Services, **University of Delaware Library, Newark, DE 19717-5267.** The University of Delaware is an equal-opportunity employer that encourages applications from qualified minority groups and women.

**Curator of Western Historical Collections and the University Archives.** The University of Colorado at Boulder invites additional applications for the position of curator of the Western Historical Collections and the University Archives. This 12-mo., tenure-track faculty position is responsible for soliciting gifts, developing strategies for the arrangement and description of collections, and the writing of inventories and guides, providing high-quality service to patrons, and developing automated processes for bibliographical and administrative activities. Preference will be given to candidates at the Assistant Professor level, but candidates at all levels will be considered. The department consists of some 800 collections occupying 15,000 linear ft. plus 250,000 photographs. The curator will supervise 2 FTE plus student help, and reports to the associate director for special collections. **REQUIRED:** Advanced degree in American history and a minimum of 5 yrs. curatorial experience; archival management training or MLS with an archival concentration from an ALA-accredited school. **Desirable:** Experience with automation, supervision, and gift solicitation. Salary commensurate with qualifications and experience, from \$31,000 to \$38,000. Faculty benefits include TIAA/CREF, liberal vacation, and sick leave. Applications should include a statement of qualifications for the post, a current resume, and the names, titles, addresses, and telephone numbers of 3 references. **Apply by June 30** to: Joan McConkey, Assistant Director for Administration, **University Libraries, University of Colorado, Boulder, CO 80309-0184.** The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

**Director,** Clarke Historical Library, Central Michigan University, a library concentrating on the history of Michigan and the Old Northwest Territory. The library also includes a sizable historical collection of children's literature. The director is responsible for the administration, development, and promotion of library collections and services. The position is advised by the Board of Governors and reports to the dean of libraries. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS; PhD in American history or American studies or equivalent scholarly record; library experience; relevant scholarly publications; knowledge of biblio-

graphic resources, preservation, and historical materials including rare books and manuscripts; communication skills; public service orientation; and administrative/supervisory experience. **Preferred qualifications:** Experience and/or training in public history; experience in grant writing and promotional activities; familiarity with library automation; and knowledge of publishing. Position is a 12-mo. appointment. Salary is commensurate with qualifications (range about \$31,950-\$52,550 for 1989-90). Excellent fringe benefits. Applications and nominations will be accepted until the position is filled. **Review of candidates' files will begin June 5.** Submit letter of application citing position; resume; and names, addresses, and telephone numbers of at least 3 references to: Chair, Selection Committee, **207 Park Library, Central Michigan University, Mt. Pleasant, MI 48859.** CMU is an affirmative-action and equal-opportunity institution.

**Director of library services.** Undergraduate liberal arts college of 1,200 students invites applications for director of 140,000-volume library and media center. MLS from ALA-accredited program required. Must have demonstrated organizational, communication, and supervisory skills in college or university library and have knowledge of new information technologies. A significant area of learning in a nonlibrary science area is desirable. Appointment carries faculty status but not tenure. Salary: \$28,000-\$30,000. Applications will be reviewed in order of receipt. Finalists will be interviewed on campus. Send letter of application, resume, professional credentials, and 3 recent letters of recommendation to: R. Franklin Terry, Dean, **Morningside College, Sioux City, IA 51106.** An affirmative-action, equal-opportunity employer.

**Director of university libraries,** Howard University. Applications are now being accepted for this position. Appointment will begin July 1. Applicants should have: an MLS degree or equivalent from an ALA-accredited institution and a 2nd master's degree or higher; a doctorate in an academic discipline is desirable; a minimum of 10 yrs.' professional experience, including at least 5 yrs.' administrative experience in a major academic library. Salary will be commensurate with qualifications and experience; \$60,000-\$80s. Preliminary screening began April 1. Applications and nominations should be sent to: William A. Sadler, Chair, Review and Advisory Committee, **Graduate School of Arts and Sciences, Office of the Dean, Howard University, Washington, DC 20059.** Applications must include a current resume and names, addresses, and telephone numbers of at least 3 references. To expedite application, 3 recommendation letters are to be sent directly to the above address. Howard University is an affirmative-action, equal-opportunity employer.

**Fine arts librarian.** Directs the activities of the Fine Arts Library, a branch library of over 40,000 volumes which supports the curricula in art, architecture, & music. **DUTIES INCLUDE:** providing service in reference and bibliographic instruction, acting as liaison with library representatives & other faculty members from the subject areas served, meeting the needs of students & faculty in these areas, directing circulation activities, supervising 1.5 FTE support staff & approximately 15 student workers. Responsibilities also include collection development and maintenance, catalog maintenance, & security maintenance. MLS from an ALA-accredited institution required. 2 yrs.' previous experience as a fine arts librarian or in a position closely related to the fine arts field preferred. Substantial subject expertise in at least one of the 3 pertinent disciplines & experience in bibliographic instruction are highly desirable. Good communication skills are essential. Annual salary is \$24,000 minimum; rank dependent on qualifications. 12-mo., tenure-track, TIAA/

## Director of Library Services

Richard Stockton State College invites applications and nominations for the position of director of library services. One of 9 New Jersey state colleges. Stockton is an undergraduate, liberal arts college. Baccalaureate degrees are awarded in 24 programs in 4 major divisions of study: arts and humanities, natural sciences and mathematics, professional studies, and social and behavioral sciences. Constituting more than one-quarter of the curriculum is an interdisciplinary general studies program to which all faculty members contribute courses. Current enrollment is 5,297 students (4,298 FTE). A large number of students (1,862) reside on campus. Full-time faculty number 173; 55% are tenured; 92% of the faculty hold terminal degrees. The college emphasizes the primacy of teaching. Stockton is located on a 1,600-acre campus in the Pine Barrens in rural southern New Jersey, 15 minutes from Atlantic City, one hour from Philadelphia, and 2.5 hrs. from New York.

The library facility encompasses 52,000 sq. ft. of space in the center of the college's educational complex. A new addition to the library is being planned. The library has a budget of \$1.5 million and a staff of 10 professional librarians, 32 support staff, and approximately 50 student assistants. The library has over 165,000 books and approximately 1,500 periodicals. Automated systems include CLSI, in a network with the other state colleges, OCLC, and online and CD-ROM databases.

The director of library services reports to the vice president for academic affairs and is responsible for library planning, budgeting, personnel selection and supervision, and management of library services.

**QUALIFICATIONS INCLUDE** a minimum of an MLS from an ALA-accredited institution with an additional graduate degree desired; 6 or more yrs.' increasingly responsible managerial experience in an academic library; strong interpersonal skills; and experience with current library automation and in supervising collection development.

1988-89 salary range \$45,222-\$58,785 depending on qualifications and experience. Screening began April 25. Starting date is July 1. Please send letter of application and c.v. to: **Margaret Marsh, Chair, Library Search Committee, c/o Division of Arts and Humanities, Stockton State College, Pomona, NJ 08240.**

Stockton is an equal-opportunity, affirmative-action employer.  
Women and minorities are encouraged to apply.

CREF. 22 days' annual leave, tuition and other benefits. The University of Arkansas/Fayetteville is a land-grant university and the major academic research institution in the state, offering a full range of undergraduate, graduate, and professional degrees. Situated in the Ozarks, Fayetteville (pop. 40,000) offers cultural and recreational opportunities associated with natural beauty and a university community. Applications accepted until the position is filled. Send letter of application, resume, & the names, addresses, & phone numbers of 3 current references to: John A. Harrison, Director of Libraries, **University of Arkansas/Fayetteville, Fayetteville, AR 72701.** The University of Arkansas is an equal-opportunity, affirmative-action employer.

**General reference librarian.** Applications and nominations are solicited for the position of general reference librarian. University Libraries, reference desk services. Date of appointment: Sept. 1. Salary minimum: \$22,000. Term of appointment: 12-mo. contract. Academic rank: Rank based upon qualifications and experience. Reports to head of the general reference department. **EDUCATION REQUIREMENTS:** Minimum MLS from an ALA-accredited library school. For appointment at the rank of Assistant Professor or above, a 2nd master's degree or 30 hrs.' graduate coursework beyond the MLS, or its equivalent, is required. **QUALIFICATIONS:** Demonstrated ability to communicate effectively, written and verbally. Experience in computerized reference services. Minimum of 3 yrs.' professional library experience required in public services. **DUTIES AND RESPONSIBILITIES:** As a direct-service provider, participates in a variety of departmental services including reference desk, library instruction, computer searching, and collection development. Specifically will be responsible for scheduling, training, and managing of reference desk services in consultation with the head of the department. Fulfills faculty requirements in areas of contributions to librarianship, scholarly activities, and service. In working with other library staff, will function in a highly consultative environment. **BENEFITS:** Illinois State Retirement System; 24 vacation days; faculty status and rank. **DEADLINE FOR APPLICATIONS/NOMINATIONS: June 1.** Send a cover letter with: 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) the

names, addresses, and telephone numbers of at least 3 references to: Elizabeth A. Titus, Assistant Director for Public Services, **414 Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.**

**Head, collection management & processing services,** University of Cincinnati. New challenging position. Responsible for the management of University Libraries' collection management and processing division, which is comprised of 10 professional and 44 support staff in the acquisitions, cataloging, and collection management departments. Through developing effective working relationship with subordinate managers and supervisors, and through participation with other library administrators in University Libraries' Management Group, this position will exercise effective leadership. University Libraries include a general social science and humanities library, and 11 specialized libraries with an online catalog (UCLID) and a collection of more than 1.5 million volumes. **REQUIRED QUALIFICATIONS:** MLS from an ALA-accredited program; 5 yrs.' successful management experience in technical services in an academic or research library; experience in bibliographic database management; demonstrated commitment to planning and to a systemwide concept of providing service; knowledge of OCLC or another bibliographic utility; and ability to communicate clearly and effectively. Salary range: \$38,000-\$45,000, depending on qualifications and experience. Excellent fringe benefits. **Application deadline: Postmarked by June 2.** Send letter of application, including resume and the names and addresses of 3 references, to: Mark W. Weber, Personnel Officer, **University of Cincinnati Libraries, Mail Location #33, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-employment-opportunity employer.

**Head, general reference section, humanities and social sciences department,** Penn State University Libraries. Penn State University Libraries seek an energetic, creative team leader for an outstanding opportunity as head of the general reference section of the humanities and social sciences department. This is a faculty position with academic rank at Penn State's University Park campus. The section is responsible for the provision of a broad range of humanities and social sci-

# Preservation Administrative Intern

The Stanford University Libraries is seeking candidates for an eleven month internship in Preservation Administration. The internship is funded from the Andrew W. Mellon Foundation in an effort to give qualified candidates the opportunity to apply administrative skills to preservation activities in a large research library environment. The Intern will participate in administrative assignments as well as a conservation treatment project. Qualified candidates must have an MLS from an ALA accredited library school and formal training or education in preservation administration and conservation treatment or the demonstrated equivalent in training or experience. Experience in a research library is preferred. Assistant Librarian - Beginning salary range \$27,000-\$37,200. Submit letter of application, complete statement of qualifications, resume of education and relevant experience and names and addresses of 3 references by **June 1, 1989 to Irene Yeh, #904-ALA, Acting Library Personnel Officer, Stanford University Libraries, Stanford, CA 94305-6004. EOE/AA.**

## STANFORD UNIVERSITY



ences reference and general information services. The reference collection contains approximately 50,000 volumes in addition to an innovative CD-ROM service center. Continued aggressive development of electronic reference services is planned. The staffing of the section currently consists of the section head, 9 full- and part-time faculty, 4 full-time support staff, and 23 part-time assistants. The section head reports to the chief of the humanities and social sciences department and is responsible for the development of, maintenance, and participation in the section's reference services, instructional programs, collection development, and automated reference services. The section head will be expected to participate actively in humanities and social sciences department planning. The other sections within the department include documents/maps and the Arts Library. **QUALIFICATIONS:** ALA-accredited MLS or equivalent, and significant experience in a large, academic/research reference environment are required. The ability to provide team leadership in a dynamic, changing environment is essential, as are strong interpersonal skills, demonstrated supervisory skills, and a knowledge of the major trends in academic reference librarianship. An additional advanced degree in the humanities or social sciences, including business, and experience with automated reference services are preferred. Potential for promotion and tenure will be considered. Salary and rank dependent on qualifications, minimum \$30,000. Benefits include liberal vacation, excellent insurances, state or TIAA/CREF retirement options, and educational privilege. **Preference will be given to applications received before June 16.** To apply, send letter of application, resume, and

names of 3 references to: Nancy Slaybaugh, Personnel Coordinator, **Box GRH-AL, Penn State University Libraries, University Park, PA 16802.** An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

**Head librarian, Lima Campus.** Develops, implements, and administers library and learning resources programs and services which serve students and faculty of Ohio State University at Lima and the Lima Technical College. Manages technical and public services; plans and directs development of learning resources to support instructional programs; provides some reference service; and is responsible for further development of the library instruction program. Recommends and develops new programs and services. Staff is comprised of one reference librarian, 2 support staff, and student assistants. Reports administratively to the dean and director of Ohio State at Lima/president of LTC and, for coordination purposes, to an assistant director of libraries in Columbus. **REQUIRED:** MLS from ALA-accredited program; substantial post-MLS professional experience, preferably in public services; user education or teaching experience; supervisory experience; ability to communicate effectively, orally and in writing, and to interpret and promote the library to the campus community. Administrative and technical services experience highly desirable. Librarians have faculty status and responsibilities and are expected to meet university requirements for promotion and tenure, including research, publication, and service. Salary: \$28,080-\$32,400. **Apply by June 1 to:** Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries,**

**1858 Neil Ave. Mall, Columbus, OH 43210.** Include names, addresses, and telephone numbers of 3 references. An AA, EEO employer. Qualified women, minority, and handicapped persons are encouraged to apply.

**Head, media services department,** University of Delaware Library. Reporting to assistant director of libraries for public services. The University of Delaware Library seeks dynamic, creative individual with strong organizational skills to take leadership role in development and administration of collections, staff, and services related to audiovisuals and microforms. Department consists of the head, 2 professional staff, and 9 support staff, plus student employees. Provides administrative liaison with academic computing and instructional technology public computing site using IBM and Macintosh technology in the library. Responsible for day-to-day supervision of the site including staff. Promotes effective use of audiovisual and microform collections and services in new library facility completed in 1986 which offers optimum flexibility for new technologies. The media services department provides access to 1.6 million microforms and 3,000 audiovisuals. The department schedules audiovisual collection for use on campus; provides access to and establishes policies for new audiovisual equipment in recently installed carrels and new media viewing room. Position primarily responsible for audiovisual collection development. Department is responsible for providing public access to and user assistance with microform collection and equipment. An integrated library system using NOTIS software is being implemented with a public access catalog and circulation component in operation. The library subscribes to some databases on compact disc, and has also implemented local access to commercial databases on the university mainframe using BRS software. Department head works closely with other department heads to implement procedures and services; consults with and advises the assistant director of libraries for public services on media services programs and policies. Participates with other public service department heads in policy formulation and planning activities. **QUALIFICATIONS:** ALA-accredited MLS. Preference given to candidates with experience with audiovisual materials and/or microforms in an academic library, and demonstrated management skills. Knowledge of copyright policies related to nonprint materials, and knowledge of processing of these materials desirable. Familiarity with current applications of media technology. Strong oral and written communications skills. Ability to establish and maintain effective working relationships with diverse individuals in rapidly changing academic environment. Familiarity with online automated systems and/or micro-computing applications preferred. Rank and salary dependent upon experience and qualifications. Senior Assistant Librarian minimum \$23,800. Associate Librarian minimum \$28,200. Prefer to hire at Associate Librarian level. Vacation of 22 working days. Liberal sick leave. Employees' basic Blue Cross-Blue Shield, major dental and medical and group life insurance all paid by the university. TIAA/CREF. Tuition remission. Position available July 1. **To ensure consideration, applications should be received by May 26.** To apply, send letter of application, current resume, and names and telephone numbers of 3 references to: Maida Cason, Assistant Director of Libraries for Administrative Services, **University of Delaware Library, Newark, DE 19717-5267.** The University of Delaware is an equal-opportunity employer which encourages applications from qualified minority groups and women.

**Head of acquisitions,** Milton S. Eisenhower Library, Johns Hopkins University. The head of acquisitions of the Milton S. Eisenhower Library manages the department, which is responsible for monographic and serial acquisitions, book preparation (call number labeling

and paperback reinforcement), and maintenance of current periodicals service areas. The department has a staff of 18.5 FTE; the library materials budget for 1989-90 is \$2.8 million. The Eisenhower Library uses NOTIS for acquisitions, circulation, and the online catalog. **QUALIFICATIONS:** ALA-accredited MLS; minimum of 3 yrs.' acquisitions experience in an academic library; thorough knowledge of the U.S. and European book trades; demonstrated organizational and supervisory ability; reading knowledge of 2 West European languages; experience with an automated acquisitions system preferred. Salary dependent on qualifications and experience; minimum \$26,000. Excellent benefits including life and health insurance, and dental and tuition plans for staff member, spouse, and dependent children. **Deadline for applications: June 15.** Please send a letter of application, resume, and names of 3 references to: Edward S. Warfield, 146 Garland Hall, Johns Hopkins University, 34th and Charles Sts., Baltimore, MD 21218. AA, EOE.

**Head of catalog management** (search extended). In charge of the catalog maintenance section and its units which support bibliographic control and database building activities of Northwestern University Library and its NOTIS participants, including: management of the online catalog and authority file; the library's retrospective conversion program; input and update operations of bibliographic, authorities, holdings, and circulation data; material transfer, withdrawal, and volume/copy addition; materials preparation. Participates in the development of the NOTIS system, and in policy and procedure formulation for the catalog department and for NOTIS usage. The section consists of 1.5 librarians, 9 support staff, and hourly staff. **QUALIFICATIONS:** Master's degree from an accredited library school; working knowledge of 2 or more foreign languages, preferably including German or a Romance language. 3 yrs.' professional experience in original cataloging and authority control performed in an automated environment. Demonstrated supervisory capabilities. **HIRING RANGE:** \$26,000-\$30,500. To ensure full consideration, send application and resume, including names of 3 references, to: Ann Smith, Manager, Library Personnel, Northwestern University Library, Evanston, IL 60208. An AA, EEO employer.

**Head of cataloging**, Dean B. Ellis Library, Arkansas State University. Reports directly to library director. Heads department consisting of 2 catalog librarians, 3 library technicians, and student assistants. **RESPONSIBILITIES:** Coordinates all cataloging activities using OCLC, LCSH, LC classification, and AACR2. Weekend reference desk duty on rotating basis. **QUALIFICATIONS:** MLS from an ALA-accredited library school. 3 yrs.' recent cataloging experience. Supervisory experience and work with online systems in an academic library preferred. Salary: \$25,000-\$28,000. Applications received until suitable candidate is found. Send letter of application, current resume, 3 current letters of reference which address the position, and transcripts (copies acceptable) to: Bill Hansard, Library Director, Dean B. Ellis Library, Arkansas State University, POB 2040, State University, AR 72467-2040. AA, EOE.

**Head of serials** (search extended). A department head position reporting to the associate librarian for technical services and supervising 2 FTE staff and student assistants. The head of serials is responsible for collection management of periodicals, planning for bibliographic control of serials and their integration into the library's LS/2000 online catalog, management of periodicals and binding funds, and vendor evaluation. Supervises staff performing the daily operations of serials and documents check-in, repair, and bindery. The head of serials serves on the library's Continuities Committee and will formulate a collection

development policy for periodicals. Administrative duties include employee training and evaluation, budget recommendations and projections, report writing, and statistical analysis of the collection. Works closely with other technical and public service department heads in improving access to periodicals and documents. Belk Library has 5,000+ current titles and uses Faxon LINX for serials control. As a member of the Western North Carolina Library Network, Appalachian State University is working with 2 other UNC universities towards cooperative collection development and resource sharing. **REQUIRED:** Master's of library science; demonstrated supervisory skills; 2-3 yrs.' professional experience in technical services; demonstrated oral and written communication skills. **Preferred:** Experience with automated serials control systems and/or online catalogs; bibliographic knowledge of serials; 2nd advanced degree; experience with collection development; evidence of commitment to the profession. Salary and benefits: \$25,000-\$35,000, depending on qualifications. Librarians at ASU have faculty rank and benefits and must meet university requirements for tenure. Appalachian State University, located in the northwestern corner of North Carolina in the Blue Ridge Mountains, has 11,000 students, 600+ faculty, and is one of the 16 campuses of the University of North Carolina system. **Deadline for receiving applications is June 10.** Send letter of application, resume, graduate transcript(s), a statement of philosophy of the role of technical services in library operations, and 3

names of references, including addresses and telephone numbers, to: Richard T. Barker, University Librarian, Appalachian State University, Boone, NC 28608. An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

**Head, resource development division.** Responsible for planning, administration, evaluation, and coordination of collection development activities. Initiates, develops, supervises, and manages selection of materials, approval plans, gifts and exchanges, serial and monograph searching, preservation, selected grants, special projects, and collection analysis. Allocates and monitors the use of \$2.8 million materials budget. Develops cooperative program with academic departmental library representatives. Supervises 3 professional librarians and 10 support staff. **QUALIFICATIONS:** ALA-MLS. Minimum 6 yrs.' professional (post-MLS) experience, including some collection development activities in an academic library. Supervisory experience required. Extensive knowledge of current collection management issues and procedures required. Knowledge of library automation as it relates to collection management; prefer familiarity with OCLC, working knowledge of foreign language sources and book trade. Salary: \$32,000 minimum for 12 mos.; \$33,000 with additional master's. Benefits: Competitive benefits package. No state income tax. Faculty rank. Texas A&M is located in Bryan/College Station between Austin and Houston. **CLOSING DATE: Appli-**

## Harvard College Library

### Specialist in Book Selection, Widener Library.

Reporting to the Associate Librarian for Collection Development, responsible for Widener Library, collection development for materials published in Latin America, Spain, and Portugal, in the humanities and social sciences, both new and retrospective. Selects monographs and serials; supervises searching and order preparation process; initiates and oversees correspondence and record of exchange programs with about 100 institutions; and makes preservation decisions. Works with faculty and students on bibliographic problems and research needs; works closely with the Serials Department in resolving complex receipt problems; coordinates collecting program with other units of the University Library in this field. **Qualifications:** MLS or equivalent, graduate degree in Iberian or Latin American studies and knowledge of the book trade, highly desirable. Fluency in Spanish and Portuguese, strong knowledge of the literature and culture of the major assigned areas, several years of library experience.

### Assistant Librarian for the Korean Collection, Harvard-Yenching Library.

Reporting to the Librarian, responsible for the overall development and management of the Korean Collections. Primary duties are both selection, ordering, bibliographic and reference service, and supervision of all routine functions of a self-contained library unit. Other responsibilities include monitoring and managing the acquisitions budget; developing exchanges with Libraries both in the U.S. and abroad, especially Korea; serving as the Library's liaison with the Korean studies community both at Harvard and other institutions; advising visiting scholars and students on sources; corresponding with vendors; and supervising one full-time and student help. Serves as an advisor to the Librarian on policy matters; participates in national and international meetings on Korean library resources; develops cooperative programs with other Korean collections. **Qualifications:** ALA-accredited MLS or equivalent, such as graduate degree in Korean studies; at least 5 years of successful experience in a Korean studies library; preferably as a bibliographer. Thorough command of the Korean language and of Korean history and culture; reading and writing knowledge of Chinese and Japanese desirable. Demonstrated evidence of leadership, managerial ability within a collegial framework. Good writing, speaking, and interpersonal skills essential.

Both positions available immediately. Rank and Salary, depending on qualifications and experience, \$35,000 minimum. Good benefits package. Resumes to: Susan A. Lee, Associate Librarian for Personnel, Harvard College Library, Widener Library, RM. 98, Cambridge, MA 02138. An Equal Opportunity/Affirmative Action Employer.

Smart People Choose Harvard.



Harvard University

cations received by July 1 will receive first consideration. Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

**Interlibrary loan/reader services librarian.** Responsible for management of the library's interlibrary loan operation. Participates in an active program of reader services, including bibliographic instruction, online searching, and provision of reference services, with regularly scheduled hours at the reference desk (some nights and weekends). Coordinates hiring of student assistants throughout library. Participates in collection development and librarywide planning. Reports to head of reader services; supervises one paraprofessional. **REQUIREMENTS:** ALA-MLS. Reference, bibliographic instruction, and online searching experience, with an active public services orientation, required. Supervisory/management and interlibrary loan experience preferred. Excellent organizational and communication skills and demonstrated ability to interact well in an academic environment. Salary \$23,000. Xavier is a Jesuit university serving 6,500 students at graduate and undergraduate levels. The library, with a collection of 300,000 volumes and a staff of 21, has an active public services program, with a strong bibliographic instruction component. **Apply by May 26** with names of 3 references to: Paula Warnken, Library Director, **Xavier University, 3800 Victory Parkway, Cincinnati, OH 45207.** Xavier is an affirmative-action, equal-opportunity employer.

**Librarian, cataloger.** Full-time, probationary, tenure-track Instructor/Assistant Professor cataloger responsible for original cataloging of monographs and serials (primarily state documents) using OCLC, AACR2, LC classification, and LCSH. ALA-accredited MLS required; 2 yrs.' experience with cataloging and online catalogs required; subject master's preferred. Preference will be given to those candidates demonstrating prior reference, bibliographic instruction, or online searching experience with a willingness to assist these services. Salary to \$29,000 for 185 duty days. **Applications must be postmarked by May 22.** Begin date will be approximately July 1. Must be available for interviews June 5-9. Apply to: Thomas M. Peischl, Dean of the Library, **Mankato State University, MSU Box 19, Box 8400, Mankato, MN 56002-8400.** Applications from minorities encouraged.

**Librarian.** Duties: General reference, materials selection, ILL supervision, assisting with microcomputers. **REQUIRED:** MLS from ALA-accredited school. Highly desirable: Experience with microcomputers, online searching, and bibliographic instruction. Evening and weekend duty and ability to work harmoniously within academic community also required. Salary: \$20,000-\$22,500 depending upon experience and qualifications; eligible for benefits. This appointment is in a progressive, automated, joint library serving both the University of Houston-Victoria and Victoria College. **Review of applications will begin May 15,** and continue until the position is filled. Send letter of application, vita, and at least 3 references to: Search Committee Chair, **Victoria College/University of Houston-Victoria Library, 2602 N. Ben Jordan, Victoria, TX 77901.** An affirmative-action, equal-opportunity employer.

**Librarian.** One-half of time in reference, one-half of time in other areas depending on background and experience. Reference duties will include general reference (evening and weekend rotation required), database searching, and library instruction. Other duties may include multicultural resource development or coordinating a database search service. MLS from an ALA-accredited institution required.



## St. Petersburg Jr. College

St. Petersburg Junior College is seeking qualified applicants for the following vacancy:

**Director of Libraries. Qualifications:** Master's degree in Library Science; five years experience in higher education learning resources; knowledge of and experience with library automation; academic library administrative experience preferred. **Application Deadline:** May 19, 1989. **Anticipated Start Date:** July 24, 1989. **Minimum Starting Salary:** \$40,850.

St. Petersburg Junior College is a premier community college located on Florida's Suncoast. This institution's commitment to quality is reflected in an excellent salary and benefits package.

Send a resume and cover letter to:

**Human Resources  
St. Petersburg Junior College  
P.O. Box 13489  
St. Petersburg, FL 33733-3489**

Equal Employment Opportunity Employer

Academic background in science or multicultural studies is desirable. Preference will be given to candidates with the ability to relate to an ethnically diverse student population. Faculty rank and tenure-track position. Salary range \$31,680-\$43,896. Starting date Aug. 21 or as soon thereafter as possible. Attractive benefits package. **Correspondence, applications, and confidential papers should be sent by June 16** to: A. Zane Clark, Search Committee Chair, **Henry Madden Library, Administrative Office, California State University, Fresno, CA 93740-0034; 209-294-2230.** An equal-opportunity employer.

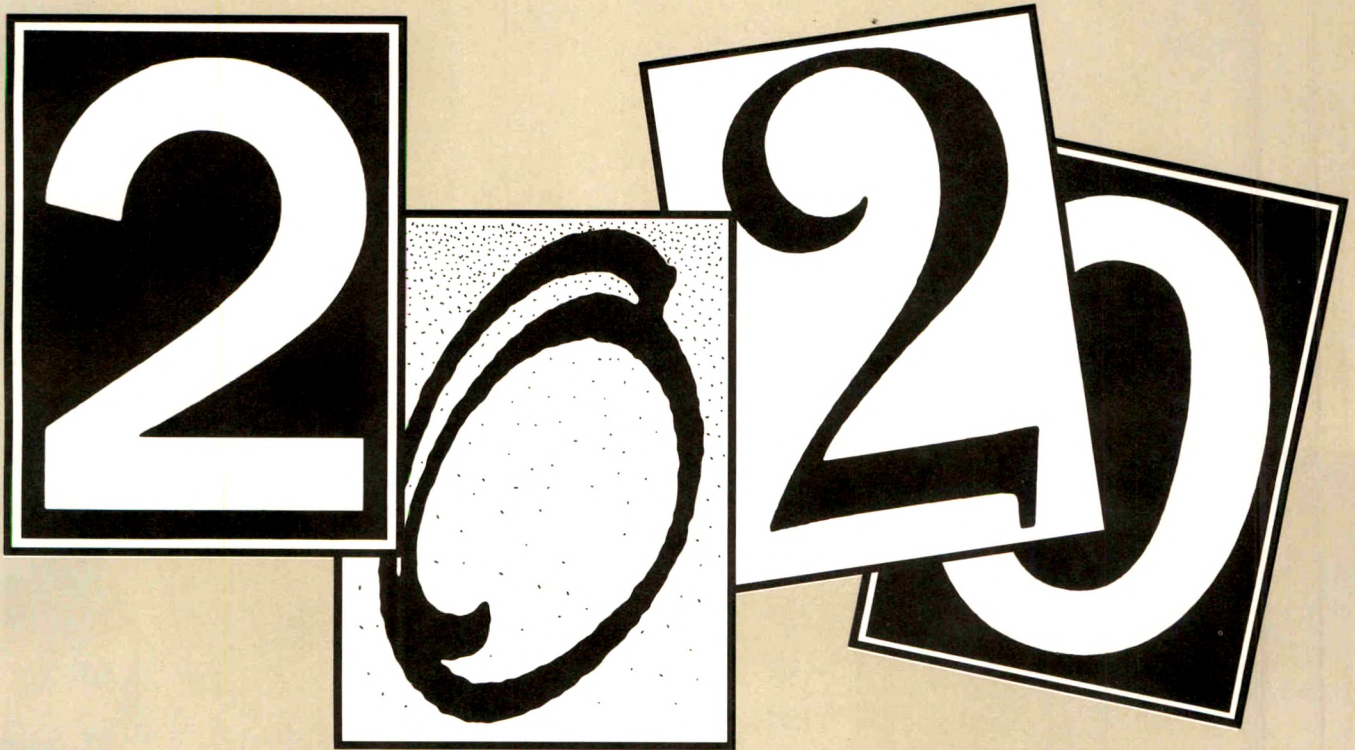
**Librarian—reference and instructional services.** Full-time, permanent, nontenure-track Instructor/Assistant Professor to provide reference services, instructional services, and conduct online searching; to serve as library liaison for assigned discipline(s). ALA master's required. Preference will be given to candidates with a subject master's and who demonstrate prior reference, database searching, and/or instructional experiences. Preference will also be given to candidates with a business, science, or technology subject background. Salary to \$26,000 for 180 duty days per year. **Applications must be postmarked by May 22.** Begin date will be approximately July 1. Must be available for interviews June 5-9. Apply to: Thomas M. Peischl, Dean of the Library, **Mankato State University, MSU Box 19, Box 8400, Mankato, MN 56002-8400.** Applications from minorities encouraged.

**Library director.** Glenville State College invites applications for the position of director of Robert F. Kidd Library. Library staff of 8; budget \$350,000+. Salary: in the low \$30s, depending on experience and qualifications; 12-mo. appointment. Starting date negotiable. MLS from ALA-accredited school; 3 yrs.' academic library experience. PhD desirable. Emphasis on successful public service and administrative activities; demonstrated ability to work with students, faculty, and administrators. **Send application, credentials, and supporting materials by June 1** to: James L. Peterson, Vice President for Academic Affairs, **Glenville State College, Glenville, WV 26351.** Successful candidates will be contacted for interviews.

**Manager, off-campus library services,** Central Michigan University (search reopened). OCLS is the largest and most comprehensive off-campus library support service for extended-degree programs in the country serving adult undergraduate and graduate students in over 50 centers in the United States. **RESPONSIBILITIES:** Directs and participates in a reference assistance and document delivery service for students and faculty in the off-campus curriculum of the university. Supervises a staff of 11 including 6 librarians (2 in Mt. Pleasant, Mich.; 2 in Fairfax, Va.; and 2 in Troy, Mich.). **MINIMUM QUALIFICATIONS:** ALA-accredited MLS degree and 3 yrs.' experience of a qualifying nature including reference service, bibliographic instruction, knowledge of online and/or CD-ROM database searching, student and staff supervision, and program planning and budgeting. Excellent communication and interpersonal skills, willingness to travel by airplane and work a flexible schedule, and interest in serving the academic needs of adult learners are required. Experience with microcomputing and NOTIS is desired. Experience in library program marketing desirable. Salary commensurate with qualifications (range, expected FY '89-90: \$28,225-\$45,450). Position is a 12-mo. appointment based in Mt. Pleasant, Mich. Excellent fringe benefits. Central Michigan University is a state institution with an enrollment of 17,000 on-campus students and an off-campus constituency of about 10,000 individuals. CMU's off-campus library services program is a recognized model for serving distance learners, sponsors the Off-Campus Library Services Conference, and publishes its conference proceedings to support librarians in this field. Position is available July 1. Applications and nominations will be accepted until the position is filled. **Review of candidates' files will begin May 20.** Submit letter of application, resume, and names, titles, addresses, and telephone numbers of 3 references to: Chair, Selection Committee, **207 Park Library, Central Michigan University, Mt. Pleasant, MI 48859.** CMU is an affirmative-action and equal-opportunity institution.

**Map catalog librarian.** Responsible for a full range of cataloging functions, including classification, descriptive cataloging, and subject cataloging of maps and cartographic materials. Revises the work of paraprofessional working with contributed copy in the same subject area. **REQUIRED:** MLS from an ALA-accredited library school. **Preferred:** Subject master's in geography or geological sciences; knowledge of one or more European languages; familiarity with AACR2, LC classification, and MARC formats; experience with OCLC or other online databases. Salary: Minimum \$19,000. Marriott Library has a collection of over 2 million volumes and is serviced by over 40 librarians and 250 staff members. The University of Utah is situated on a 1,500-acre campus in Salt Lake City and has over 23,000 students. Salt Lake City is situated in a dramatic mountain setting and offers an excellent quality of life. Hiking, camping, and river-running are available in both mountain and desert red-rock country in summer. Outstanding alpine and nordic skiing in winter. Cultural opportunities include symphony, ballet, modern dance, chamber music, opera, theater, and arts films. **Applications received by June 30 will be given first consideration;** applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references and/or placement bureau address to: Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

**V I S I O N A R Y  
L E A D E R S F O R**



**DEVELOPING LEADERSHIP IN HUMAN RESOURCES  
FOR LIBRARY AND INFORMATION SCIENCE**

**AMERICAN LIBRARY ASSOCIATION**

**1988 ANNUAL REPORT**

**50 E. HURON ST.**

**CHICAGO, IL 60611**



## LETTER FROM THE PRESIDENT



This Annual Report provides a unique Janus-like opportunity to look back over the past year and at the same time look forward to assess what next steps must be taken to assure optimum progress in the future.

Leadership was the presidential theme I selected for 1987-88. There is a critical need for leaders in our profession to provide the vision and inspiration that will assist us in accomplishing our mutual goals. As library professionals, we aim to:

- Oppose economic barriers to access to information.
- Deliver a high level of both qualitative and quantitative service to all users.
- Escalate support of the cause of intellectual freedom.
- Aid efforts at the local, state and national levels to achieve increased funding for all types of libraries.

To meet these challenges we must identify and nurture leaders for now and the future. The President's programs at the ALA Midwinter Meeting and Annual Conference focused on the need for developing leadership. Speakers who were inspiring and eloquent included the mayor of San Antonio, Henry Cisneros, the former Speaker of the House of Representatives, Thomas ("Tip") O'Neill, and Dr. Harlan Cleveland. Five young leaders, Nancy Kranich, Martin Gomez, Amy Owen, James F. Williams II, and Denyveta Davis, interviewed by Dr. Brooke Sheldon, offered impressive insight on their roles and contributions as young leaders.

The American Library Association is so diverse that it provides opportunities for every member to pursue individual interests, which also makes it difficult to identify all the outstanding events and programs that occur in a year. Highlights include the National Library Card Sign-up Campaign, the Office for Intellectual Freedom's campaign opposing the FBI Library Awareness Program, the continuing successes of the ALA Washington Office, the publication of *Information Power* by the American Association of School Librarians.

Most gratifying for me were the visits to ALA chapters and other organizations with which ALA works cooperatively. The warm and enthusiastic hospitality with which an ALA representative is greeted is most impressive.

The presidential committees that were appointed made significant contributions. One committee focused on the development of programs designed to identify and nurture young leaders. Another committee dealt with information literacy and provided guidance in forming coalitions to support the implementation of information literacy programs.

These were a few of the educational and inspirational aspects of the year. There was also camaraderie, enjoyment and laughter. The hospitality of New Orleans was symbolized by the invitation to "Let the good times roll." The all-conference reception, with its Mardi Gras parade, complete with police escorts, bands, floats, costumes, doubloons and Mardi Gras beads, was truly memorable.

I extend my thanks and appreciation to all those who served as division presidents, chairs of round tables, and, especially, to those who fulfilled committee appointments with such great ability and commitment.

Most of all I wish to acknowledge the major contributions made during the year by the capable, dedicated members of the staff. They are outstanding and we owe them a great deal of gratitude.

Working together, the members and staff provide a synergism for our professional organization that results in a unity and a momentum that are truly extraordinary.

As we look to the future, my hope is that 1987-88 will be remembered as the year that can be epitomized by two succinct phrases, "Visionary Leaders for 2020" and "Information Literacy." These phrases convey critically important concepts that need to be embraced and implemented to provide a foundation for the future of our profession.

It was my great honor and privilege to serve as your president. Thank you.

*Margaret E. Chisholm*

Margaret E. Chisholm  
ALA President, 1987-88

## LEADERSHIP

F. William Summers, dean of the Florida State University School of Library & Information Studies, took office as ALA's 1988-89 president with the theme "Commitments—Investing in Our Shared Future." Patricia Berger, director of Information Resources & Services, National Institute of Standards and Technology, was elected ALA vice-president/president-elect for 1989-90. Carla J. Stoffle, deputy director and associate director for public services at the University of Michigan Graduate Library, Ann Arbor, was elected treasurer for a four-year term.

ALA executive director Thomas J. Galvin announced in December that he would resign, effective no later than November 30, 1989. Other resignations included

headquarters librarian Emily Melton and Patricia Scarry, director of Membership Services.

Marla Powers-Gibson was appointed director of personnel, and Sibyl E. Moses, director of the Office for Library Outreach Services.

Evelyn Shaevel was appointed director of marketing services for ALA Publishing. Shaevel was formerly executive director of ALA's Young Adult Services Division. Rob Carlson was named manager of Information Technology Publishing. He was formerly assistant manager.

Bill Ott was named editor-in-chief of *Booklist* following the death of longtime editor Paul Brawley. Ott was formerly managing editor and adult books editor.



F. William Summers  
ALA President, 1988-89



Patricia Wilson Berger  
ALA President-elect

## YEAR IN REVIEW

The American Library Association and its members made headlines throughout 1988 by voicing strong concerns on issues such as the FBI Library Awareness Program, latchkey children in the library and reduced public access to government information.

The ALA Council called for an immediate end to the Library Awareness Program, in which FBI agents asked librarians to report library use by persons from countries "hostile to the U.S."

In other resolutions, Council took stands:

- Urging Congress to bar further contracting out of federal libraries.
- Deploing discrimination against or denial of library and information access to persons with AIDS.
- Calling on the next U.S. President to immediately affirm a policy of free and open access to information by and about the government.
- Opposing mandatory drug testing of library employees.
- Urging the use of permanent paper by all publishers.

Concern for the profession's future leadership role was reflected in the theme chosen by 1987-88 President Margaret E. Chisholm, "Visionary Leaders for 2020: Developing Leadership in Human Resources for Library and Information Science."

Association activities throughout the year reflected these and other key areas of concern identified in the association's Strategic Long-Range Plan. Highlights follow.

### ACCESS TO INFORMATION

**ALA will promote efforts to ensure that every individual has access to needed information...**

The ALA Council approved a new chapter in the ALA Policy Manual devoted to minority concerns. The new chapter brings together all positions and public policy statements regarding ALA's history of opposing inequity and discrimination.

For the second year in a row, the report "Less Access to Less Information by and about the U.S. Government," published by the ALA Washington Office, was named one of the ten most undercovered news subjects of 1987 by Project Censored, at Sonoma (Calif.) State University.

Reflecting serious concern about the rapidly rising costs of serials, the Resources and Technical Services Division (RTSD) established a Task Force on the Economics of Access to Library Materials. Its goal is to develop a strategy for ALA's participation on national and international levels relating to the availability, economics and distribution of library materials.

More than 100 librarians and archivists attended the regional institute "Preservation Microfilming: Planning and Produc-

tion," sponsored by RTSD at Yale University. RTSD also issued the pamphlet, "A Core Collection on Preservation."

The Reference and Adult Services Division (RASD) adopted "Guidelines for Library Services to Hispanics" and published a "Consumer's Guide to the Current Bibliography of Historical Literature."

### LEGISLATION/FUNDING

**ALA will promote legislation at all levels that will strengthen library and information services...**

A record-breaking 603 library supporters from 45 states and the U.S. Virgin Islands gathered for the 14th annual Legislative Day hosted by the ALA Washington Office, the D.C. Library Association, and the Special Libraries Association during National Library Week. Nineteen library representatives testified on the importance of library funding.

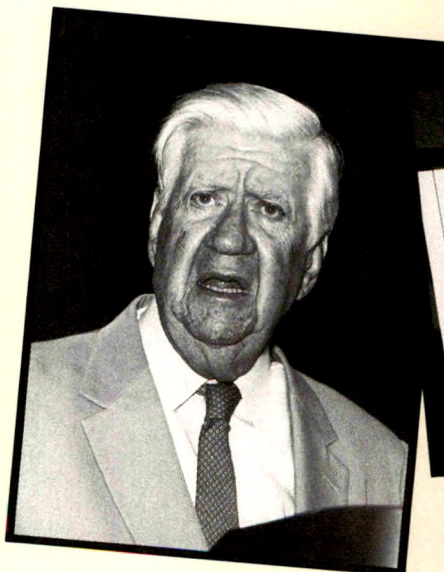
Legislation calling for a second White House Conference on Library and Information Services was enacted after a three-year ALA campaign for congressional support.

Despite continued opposition by the Administration, Congress appropriated \$137 million for the Library Services and Construction Act (LSCA) and the Higher Education Act (HEA) for library programs—an increase of 1.5 percent.

Efforts to privatize the National Technical and Information Service were defeated as the result of successful lobbying efforts led by ALA.

The Office for Research (OFR) published a report on "Non-Tax Sources of Revenue for Public Libraries," the results of a survey funded by the H. W. Wilson Foundation.

**Former Speaker of the House "Tip" O'Neill at Opening Session of 107th ALA Annual Conference: "If you want to see the future, visit a school library."**



### INTELLECTUAL FREEDOM

**ALA will promote the protection of library materials, personnel, and trustees from censorship...**

The controversial FBI Library Awareness Program dominated ALA's intellectual freedom concerns in 1988. Opposition led by the Office for Intellectual Freedom (OIF) and the Intellectual Freedom Committee (IFC) resulted in news stories, interviews and editorials in national media, including the *New York Times* and "Nightline." The program continues with FBI agents agreeing to "sensitize" field agents by distributing a statement describing ALA's ethical concerns.

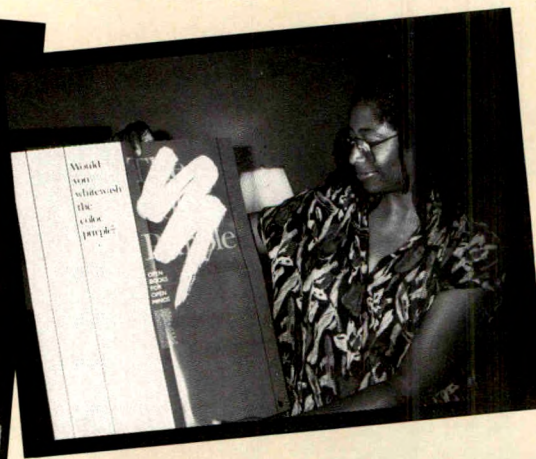
Representatives of ALA testified before Congress in favor of legislation to extend confidentiality protections to library circulation records and video rentals. Representatives also opposed a bill to restrict the distribution of obscene materials that was written so broadly that it would restrict distribution of constitutionally protected materials.

Fifty-two participants and division IFC chairs attended a Leadership Development Institute sponsored by OIF.

Sen. Patrick Leahy (D-Vt.) joined representatives of ALA and members of the ALA-sponsored Coalition on Government Information at a press conference celebrating Freedom of Information Day on March 16 in Washington, D.C.

"Censorship and Selection: Issues and Answers for Schools" was published by ALA and the American Association of School Administrators. The handbook outlines current issues that affect materials selection, guidelines for student publications and a checklist for coping with censorship concerns.

The seventh annual Banned Books Week (September 24-October 1) celebrated the freedom to read with the theme "Open Books for Open Minds." ALA sponsors the event with the American Book-



**Author Alice Walker admires "Banned Books Week" poster.**

sellers Association, the Association of American Publishers, the American Society of Journalists and Authors, and the National Association of College Stores.

ALA's concern for intellectual freedom was reflected in an ALA Council resolution pledging full cooperation with Article 19 of the Universal Declaration of Human Rights, the International Centre on Censorship.

## **PUBLIC AWARENESS**

### **ALA will promote the role of librarians and the use of libraries and their resources and services...**

Thousands of children and adults were signed up for library cards during the first year of the National Library Card Sign-up Campaign. The campaign continued in the fall of 1988 with the first Library Card Sign-up Month in September, corporate support from McDonald's and Sears and a new focus on older children and teens.

The Reader's Digest Foundation continued its support in the amount of \$135,000 for development of new promotional materials by the ALA Public Information Office (PIO).

Keshia Knight Pulliam, who plays the youngest daughter on "The Bill Cosby Show," showed off her library card on an "I got carded at the library" poster published by ALA Graphics.

A fourth-grader from Phoenix, Ariz., Vivian Safran, was named the national winner in a "Why I Love My Library Card" contest sponsored by PIO. The library card also served as the focus for National Library Week 1988 (April 17-23) with the theme "The Card With a Charge...Use Your Library."

"America's Libraries: New Views," a 16-page color brochure profiling the services, users and funding of school, public and academic libraries was published by PIO with the Office for Research (OFR). Copies were provided to all members of Congress.

The Office for Library Outreach Services (OLOS) and PIO published a new pamphlet, "Literacy, Libraries and You," advising how individuals and organizations can support literacy efforts. More than 8,000 have been distributed to community groups.

The 50th anniversary of the Caldecott Medal honoring outstanding illustrators of children's books was observed during 1988. A banner contest sponsored by the Association for Library Service to Children (ALSC) attracted 300 entries. "Caldecott at 50," a videotape produced by ALA Video, featured the history of the award.

ALSC also published a bibliography on AIDS materials for children and their parents and added a second demonstration site in the New Partnerships for Student Achievement project sponsored with the Home and School Institute and funded by the MacArthur Foundation.

The ALA Washington Office, Office for Research and American Association of

School Librarians (AASL) distributed a brochure and fact sheet on the importance of school library media centers to more than 40,000 school superintendents and school board presidents.

The ALA Communications Department developed program materials in conjunction with the PBS television series "Voices and Visions" aimed at encouraging an appreciation of American poetry. A promotion kit was mailed to 16,000 public and college libraries with support from the Annenberg/CPB Project. The ALA/PBS partnership was solidified with the introduction of a newsletter, "PBS/Library Pipeline."

The National Endowment for the Humanities (NEH) awarded a grant of \$358,000 for a demonstration project titled "Voices & Visions: Reading, Viewing and Discussion Programs in America's Libraries," involving 25 public libraries beginning in fall of 1988.

A grant of \$374,800 from NEH will fund a traveling exhibition on "Revolution in Print: France, 1789-1989" to coincide with the bicentennial of the French Revolution. The exhibition, developed with the New York Public Library, will tour 28 libraries from March through December 1989.

## **PERSONNEL RESOURCES**

### **ALA will promote the recruitment, education, professional development, rights, interests and obligations of library personnel and trustees...**

ALA's 107th Annual Conference, held July 9-14 in New Orleans, provided a major forum for professional growth with more than 2,000 meetings, programs and exhibits. Attendance totaled 16,500 members, exhibitors and guests. The Opening General Session featured retired Speaker of the House Thomas P. "Tip" O'Neill and U.S. Rep. Lindy Boggs (D-La.).

President Margaret Chisholm's program provided the focus for the conference theme: "Visionary Leaders for 2020: De-

veloping Leadership in Human Resources for Library and Information Science." Support for the role of librarians as leaders in society was provided by Harlan Cleveland, professor and former dean of the University of Minnesota's Hubert H. Humphrey Institute of Public Affairs.

ALA and its divisions presented more than 80 awards and grants honoring distinguished service or scholarship at the conference. ALA's highest honor—life membership—was awarded to Ralph Ellsworth, who served two terms as president of the Association of College and Research Libraries (ACRL) and Spencer Shaw, librarian, storyteller and library educator.

The Joseph W. Lippincott Award for distinguished service was awarded to Henriette Avram, assistant librarian for processing services, Library of Congress.

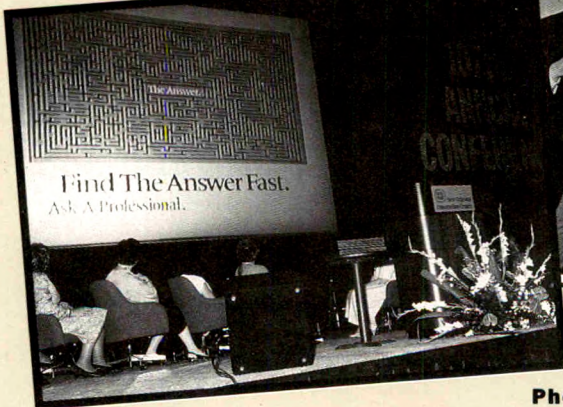
The 1988 Annual Conference marked the first presentation of the Hugh C. Atkinson Memorial Award for outstanding achievements of an academic librarian who has worked in library automation or management and has contributed toward the improvement of library services or to library development or research.

The honor went to Richard M. Dougherty, of the University of Michigan library school. The award is sponsored by ACRL, the Library Administration and Management Association (LAMA), Library and Information Technology Association (LITA), and Resources and Technical Services Division (RTSD).

The Young Adult Services Division (YASD) awarded the first annual School Library Journal/YASD Achievement Award of \$1,000 to S. E. Hinton.

Salaries and pay equity continued to be topics of concern in 1988. ALA's Office for Library Personnel Resources (OLPR) and Office for Research (OFR) published the 1988 "ALA Survey of Librarian Salaries." A special OLPR task force was charged with recommending ways that ALA can support state library associations' efforts

### **The first National Library Week campaign to promote librarians premieres at 1988 Annual Conference.**



**Phoenix Mayor Terry Stoddard and Garfield award \$100 check to Vivian Safran, 9, winner of "Why I Love My Library Card" Contest.**

to establish minimum salary standards. A regional salary guide is provided for ALA publications with classified employment ads.

"Each One—Reach One: Recruiting for the Profession" was the focus of a pre-conference sponsored by the OLPR at the 1988 Annual Conference. The seminar attracted 170 participants. New posters and brochure developed with the ALA Public Information Office were introduced. The campaign theme is "The future is information. Take charge of the future."

OLPR published two new kits in its Topics in Personnel series: "Employee Assistance Programs" and "Managing Employee Performance."

The Committee on Accreditation (COA) completed planning to review the 1972 "Standards for Accreditation."

ALA joined the National Council for the Accreditation of Teacher Education and designated to the American Association of School Librarians (AASL) responsibility for preparing curriculum guidelines that will be used in the accreditation process of educational units preparing school library media specialists.

ALA's expanding involvement in international relations was the topic of a special planning meeting held in late 1988 for the purpose of defining ALA's international interests and objectives and making recommendations on how to support them.

For the first time ever, the ALA Annual Conference included a delegation of Soviet librarians among participants from abroad. The Soviets were the participants in a special U.S.-U.S.S.R. Seminar on Access to Library Resources through Technology and Preservation, held in Washington, D.C., before the conference. American participants included ALA president Chisholm, president-elect F. William Summers, and E. J. Josey, chair of ALA's International Relations Committee. A protocol opening the way for exchange of current national bibliographic data was signed.

In October, ALA's International Relations Committee hosted the fourth bi-national U.S./Japan Conference on Library and Information Sciences in Higher Education.

In the second year of the Library/Book Fellows Program administered by ALA, two new positions were added for a total of 10 placements in France, Sweden, Uganda, Egypt, North Yemen, Malawi, Liberia, Thailand, Argentina and Venezuela. The U.S. Information Agency awarded a third grant of \$295,410 for the program.

Other major opportunities for professional growth were offered by ALA divisions throughout 1988.

The national conference of the Public Library Association (PLA), held April 27-30 in Pittsburgh, attracted 3,900 participants with the theme "Public Libraries: Bridges to the 21st Century." The national conference of the Library and Information Technology Association, held October 2-6

in Boston, drew more than 2,500. The theme was "Effective Technology, Excellent Service: Putting the Pieces Together."

A regional institute titled "A Leadership Survival Kit," sponsored by the Library Administration and Management Association, attracted about 500 participants at programs offered in Washington, D.C., Philadelphia, Pittsburgh and New Orleans.

The first overseas meeting for the Association of College and Research Libraries took place in April when its Western European Specialists Section held a conference in Florence, Italy, titled "Shared Resources, Shared Responsibilities: Librarians and Western European Studies in North America and Western Europe."

### **LIBRARY SERVICES, DEVELOPMENT AND TECHNOLOGY**

**ALA will promote the availability of information tools and technologies which assist librarians in providing services responsive to the changing needs of society...**

After many years of development, the American Association of School Librarians (AASL) and the Association for Educational Communications and Technology (AECT) issued new national guidelines for school library media programs. Titled *Information Power: Guidelines for School Library Media Programs*, the new publication was introduced in a teleconference held April 12.

The guidelines became an immediate best-seller, selling more than 35,000 copies the first year. A videotape highlighting the guidelines was produced in cooperation with the Encyclopaedia Britannica Educational Companies. And four workshops to assist with implementation were presented. The H. W. Wilson Company supported development of supplemental materials.

In fiscal year 1988, ALA Publishing issued 22 new titles and nine revisions. Sales totaled more than \$2.6 million. Highlights included publication of the CD-ROM version of the "Directory of Library and Information Professionals" and the 1988 edition of the "Anglo-American Cataloguing Rules," the product of ongoing cooperation among the Library Association, the Canadian Library Association, the Library of Congress and the British Library.

ALA's membership magazine, *American Libraries*, continued to grow in size and revenue in 1988 with pages topping 1,000 for the first time. ALA's review journal, *Booklist*, enjoyed its largest advertising sales ever. And *Library Video Magazine* continued to provide lively and informative taped coverage of libraries and librarians during its second year of publication.

Two new productions from ALA Video provided insights into building and maintaining library videotape collections. Titled "Fast Forward: Libraries and the Video Revolution" and "Librarian's Video Primer: Establishing and Maintaining Your Video

Collection," the productions were funded by the Carnegie Corporation. New releases in the Library Video Network personnel series were "At the Interview" and "If It Weren't for the Patron." The release of "Library Trustees: Meeting the Challenge" wrapped up production for 1988.

Timely data on revenue, budget, holdings, staff, demographics and output measures were provided in the "Public Library Data Service Statistical Report 1988," published by the Public Library Association (PLA) as part of the Public Library Development Program. More than 400 libraries contributed to the survey.

"Latchkey Children in the Public Library" was the title of a guide published by PLA and the Association for Library Service to Children. Stories carried by newspaper wire services and television news focused national attention on the plight of children of working parents left unattended and the implications for libraries.

The first two in a series of five workshops on developing and funding humanities projects in libraries were sponsored by PLA and the Association of College and Research Libraries (ACRL) with funding from the National Endowment for the Humanities.

ACRL also sponsored the Historically Black Colleges and Universities project, which brought together 30 librarians to discuss current issues in librarianship affecting black colleges.

"Books for College Libraries," 3rd ed., was published by ACRL and ALA Publishing. This indispensable work lists more than 50,000 titles selected by college faculty members and collection development librarians.

The Reference and Adult Services Division (RASD) issued "Guidelines for Use of the Information Request Form" to facilitate cooperative reference services. The RASD Business Reference and Services Section compiled "Quick Biz," a monthly column in *American Libraries*, targeting timely topics in the area of business and economics.

The Association of Specialized and Cooperative Library Agencies (ASCLA) finalized work on its biennial publication, "State Library Agencies: A Survey Project Report," for publication in 1989.

More than 200 library boards of trustees participated in the Affiliation Subscription Program of the American Library Trustee Association (ALTA).

ALTA also published three new publications: "Library Boards—Who They Are and How Do They Get There? A Survey," "Major Duties, Functions and Responsibilities of Public Library Trustees—An Outline," and "A Questionnaire to Evaluate Your Library and Library Board."

ALTA cosponsored a program with the Public Library Association (PLA) on choosing a consultant at the PLA national conference.

## TREASURER'S REPORT



A critical analysis of ALA's financial decisions is essential to our strength as an association. How we raise and spend our money not only shapes our

programs, but reflects our underlying values.

ALA's values must be our driving force. During the next four years, I intend to raise value issues, to challenge you, the membership, to affirm or change our fiscal policies.

This is an excellent time to discuss and debate these issues. ALA's financial picture has improved dramatically over the past five years. In FY 1988:

- ALA repaid its loan from the Endowment.
- The General Fund deficit was virtually eliminated.
- Our fund balance, ALA's net worth, grew by 17 percent.

In addition, net worth per member grew by 12 percent to \$126 per member. ALA's cash position has improved by almost \$900,000. In 1985, we had less than \$.07 in cash for every dollar owed. In 1988, we had \$.47.

In FY 1988, ALA's revenues rose 21 percent while expenses grew by only 18 percent. This is the third year in a row that revenues have exceeded expenses. For every dollar of dues paid by members,

ALA earned \$4.07 in revenues—an increase of thirty-five cents per member over 1987.

But expenses for general and administrative costs are growing rapidly—up 47 percent. For the first time, ALA owed income taxes of \$100,000 on unrelated business income, primarily mailing list rentals and division advertising.

Overall, the ALA programs we depend on to generate revenue—publishing, graphics, conferences—earned an average return of 10.5 percent on our investment, after overhead costs. This rate varies by unit. Publishing, for instance, returned 8 percent based on 1986 overhead rates. Adjusted to 1987 rates, this return came to 1.5 percent.

Because of a computer programming change in accounting in 1988, ALA's financial statements no longer match revenues to expenses. The ability to do this is essential to the analysis of budget by activity, as well as to the bottom line. One of my goals as treasurer will be to ensure that we have this information in the future.

The Plant Fund (building operations and equipment) deficit of \$1,040,000 continues to be a concern. Funding of ongoing maintenance and equipment expenses is unresolved.

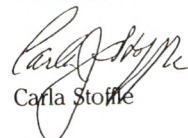
The ALA Endowment has benefited from the loan repayment and the decision to reduce the amount of interest ALA draws yearly. But the endowment is small.

A fund-raising campaign is in the planning stages, chaired by past-treasurer Patricia Schuman.

Two other items of major concern are funding for program offices and our divisions. The program offices' (e.g. Office for Intellectual Freedom and the Washington Office) share of ALA's financial resources has been shrinking. Management has been asked to review the balance of growth among ALA's units.

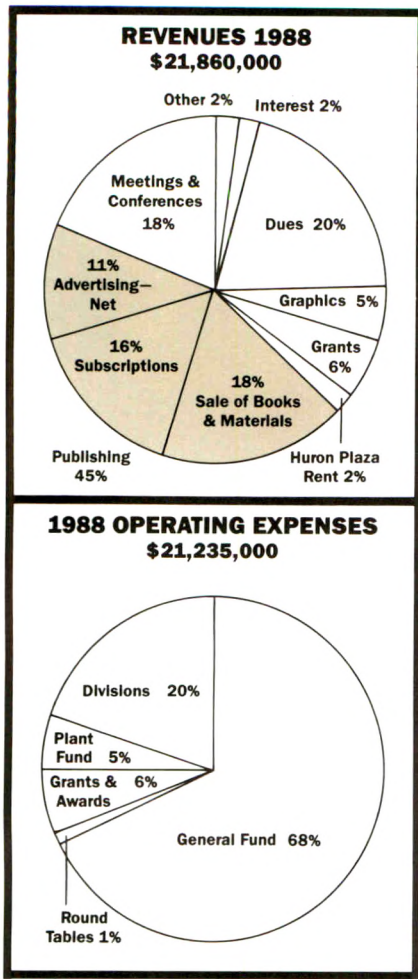
ALA's financial relationship with divisions is under review. Support for divisions has increased by a higher rate than was envisioned when the current dues structure was changed—some \$400,000 over the cap in the existing agreement. Obviously this could impact other programs and services. A new agreement that will ensure the fiscal health of both the divisions and ALA as a whole is in development.

There are many fiscal concerns still to be addressed: The Plant Fund deficit, the Endowment, simplifying accounts, reconciling revenues with expenses, finding ways to ensure that timely, accurate financial information is available for decision making, and establishing more clearly what role dues play in our finances. I am confident that by working together, we will meet these challenges.

  
Carla Stoffe

### STATEMENT OF REVENUES AND EXPENSES FOR THE YEARS ENDED AUGUST 31, 1988 and 1987

	General Activities 1988	Divisional Activities 1988	Round Table Activities 1988	Total Operating Fund 1988	Plant Fund 1988	Restricted Fund 1988
<b>REVENUES:</b>						
Membership Dues	\$ 2,854,687	\$ 1,358,051	\$ 96,874	\$ 4,309,612	\$ —	\$ —
Sales of Books and Mat'ls	3,518,222	326,037	5,124	3,849,383	—	2,125
Subscriptions	2,315,529	1,117,170	9,405	3,442,104	—	165
Advertising, Net	1,547,894	842,984	2,672	2,393,550	—	—
Meetings and Conferences	3,047,566	944,569	18,975	4,011,110	—	1,205
Graphics Program	1,059,081	—	—	1,059,081	—	—
Grants	—	—	—	—	—	1,330,444
Other:						
Interest and Dividends	305,396	—	—	305,396	—	—
Rental-Huron Plaza	—	—	—	—	492,721	—
Miscellaneous	266,410	285,004	18,726	570,140	—	20,326
<b>Total Revenues</b>	<b>\$ 14,914,785</b>	<b>\$ 4,873,815</b>	<b>\$ 151,776</b>	<b>\$ 19,940,376</b>	<b>\$ 492,721</b>	<b>\$ 1,354,265</b>
<b>EXPENSES:</b>						
Payroll and Related Exp.	\$ 6,096,244	\$ 1,881,937	\$ 229	\$ 7,978,410	\$ 6,982	\$ 318,213
Outside Services	1,091,705	119,782	1,787	1,213,274	27,026	96,594
Travel and Related Exp.	730,545	182,013	6,062	918,620	14	89,905
Meetings and Conferences	649,094	333,727	37,445	1,020,266	—	70,806
Publication-Related Exp.	3,522,563	1,055,414	56,176	4,634,153	—	437,188
Operating Expenses	3,010,640	364,500	12,357	3,387,497	371,943	175,504
Inter-Unit Transfers	(509,273)	282,060	11,705	(215,508)	158,441	36,587
Internal Interest Charges	—	—	—	—	510,000	—
Overhead Recovered	(248,099)	111,278	7,353	(129,468)	—	129,468
<b>Total Expenses</b>	<b>\$ 14,343,419</b>	<b>\$ 4,330,711</b>	<b>\$ 133,114</b>	<b>\$ 18,807,244</b>	<b>\$ 1,074,406</b>	<b>\$ 1,354,265</b>
<b>Excess (Deficit) of Revenues Over Expenses</b>	<b>\$ 571,366</b>	<b>\$ 543,104</b>	<b>\$ 18,662</b>	<b>\$ 1,133,132</b>	<b>\$ (581,685)</b>	<b>—</b>



#### FUND BALANCES BY FUND

	1988 Fund Balance	1987 Fund Balance	Percent of ALA Fund Balance
General Fund	\$ (8,000)	\$ (579,000)	—
Division Fund	1,730,000	1,187,000	—
Round Tables	135,000	116,000	—
<b>Total Operating Fund</b>	<b>\$ 1,857,000</b>	<b>\$ 724,000</b>	<b>31%</b>
Plant Fund	(1,040,000)	(292,000)	(17%)
<b>Total Operations</b>	<b>\$ 817,000</b>	<b>\$ 432,000</b>	<b>14%</b>
Restricted Fund	—	—	—
Endowment Fund	5,153,000	4,692,000	86%
<b>Total ALA</b>	<b>\$ 5,970,000</b>	<b>\$ 5,124,000</b>	<b>100%</b>

Amount and 1988	1988	Total All Funds 1987
—	\$ 4,309,612	\$ 3,845,748
—	3,851,508	2,154,020
—	3,442,269	3,105,991
—	2,393,550	2,123,544
—	4,012,315	3,541,404
—	1,059,081	1,017,138
—	1,330,444	838,460
72,225	377,621	237,790
—	492,721	466,130
—	590,466	809,252
<b>2,225</b>	<b>\$ 21,859,587</b>	<b>\$ 18,139,477</b>
—	\$ 8,303,605	\$ 7,426,330
15,238	1,352,132	939,705
1,005	1,009,544	953,716
33,272	1,124,344	790,476
7,698	5,079,039	3,782,953
930	3,935,874	3,973,000
1,230	(19,250)	—
10,000)	—	—
<b>10,627)</b>	<b>\$ 20,785,288</b>	<b>\$ 17,866,180</b>
<b>2,852</b>	<b>\$ 1,074,299</b>	<b>\$ 273,297</b>

#### BALANCE SHEETS AS OF AUGUST 31, 1988 AND 1987

	TOTAL ALL FUNDS	
ASSETS	1988	1987
Current:		
Cash & Equivalents	\$ 3,344,297	\$ 2,459,332
Accounts Receivable, Net	1,551,175	1,199,307
Inventories, Net	1,054,733	923,052
Prepaid Expenses & Other	414,108	380,230
<b>Total Current Assets</b>	<b>\$ 6,364,313</b>	<b>\$ 4,961,921</b>
Noncurrent:		
Property, Plant & Equipment, Net	3,684,414	3,928,065
Investments	3,049,478	2,552,748
<b>Total Assets</b>	<b>\$ 13,098,205</b>	<b>\$ 11,442,734</b>

#### LIABILITIES AND FUND BALANCES

Current:		
Accounts Payable	\$ 1,879,056	\$ 1,243,975
Accrued Payroll & Vacation	1,034,540	404,591
Deferred Revenues	3,725,006	4,078,605
Current Portion of Long-Term Debt	110,564	99,255
<b>Total Current Liabilities</b>	<b>\$ 6,749,166</b>	<b>\$ 5,826,426</b>
Noncurrent:		
Long-Term Debt	379,222	492,655
<b>Total Liabilities</b>	<b>\$ 7,128,388</b>	<b>\$ 6,319,081</b>
Fund Balance	5,969,817	5,123,653
<b>Total Liabilities and Fund Balance</b>	<b>\$ 13,098,205</b>	<b>\$ 11,442,734</b>

## EXECUTIVE DIRECTOR'S REPORT



The numbers keep going up.

In 1988, ALA's membership grew by 5 percent, to a new record of more than 47,000 active members. Records were set as well for attendance at the 1988 Midwinter Meeting and for exhibits at the gala 1988 New Orleans Annual Conference. About four thousand participants took part in the third national conference of the Public Library Association in Pittsburgh in April.

As the Treasurer's Report makes clear, 1988 was a strong year from a financial standpoint as well. Of particular importance was the repayment in full, five years ahead of schedule, of a \$1.2 million loan from the endowment fund that helped to cover the costs of the new headquarters building in 1978.

These numbers are impressive, but far more important is the growth in services that the association provides to its members and to the field. In collaboration with the National Commission on Libraries and Information Science, ALA conducted such a successful national library card campaign this year that we've decided to make it an annual event.

ALA continued its vigorous defense of First Amendment rights by leading public opposition to the ill-advised FBI Library Awareness Program. With strong media support, ALA's unequivocal stance in protection of the confidentiality of library records helped to heighten citizen awareness of the importance of unrestricted access to information for all.

ALA's influence on the international scene grew this year as well. The first group of eight American librarians was dispatched around the world as Library/Book Fellows under a new partnership with the United States Information Agency. Among the many international guests in New Orleans were the members of the first delegation of librarians from the Soviet Union ever to participate in an ALA Annual Conference. Their presence, along with the publication this year of the long-awaited consolidated edition of the "Anglo-American Cataloguing Rules," reminds us that professional values truly transcend national boundaries.

ALA's most valuable asset is the loyalty and commitment of its members. You are the primary source of ALA's vitality as an organization. Much has been accomplished in 1988. With your continued participation and support, even more will be possible for ALA in the years ahead.

Thomas J. Galvin  
Executive Director

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School of Library &  
Information Studies  
Florida State University,  
Tallahassee

### President-elect

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National Institute of  
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Deputy Director and  
Associate Director for  
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Graduate Library  
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**Founded in 1876, the American Library Association is the world's oldest and largest library association with the purpose of providing leadership for the development, promotion and improvement of library and information services and the profession of librarianship.**

**Telephone: (312) 944-6780. Toll-free number: 1-800-545-2433/In Ill., 1-800-545-2444/In Canada, 1-800-545-2455**

**Media and fine arts cataloger.** The University of Arizona Library is seeking a professional librarian to provide original and complex copy cataloging for audiovisual materials, sound recordings, and computer software. This position would also be responsible for original cataloging of monographs in the subject areas of fine arts, education, juvenile literature, and library science, and would serve as a cataloging resource person for library staff in the above formats and subject areas. Additional responsibilities include revising in the union card catalog, active participation in departmental planning, and membership on library and university committees. Applicants for this position must have a master's degree in library science from an ALA-accredited school. Other requirements include knowledge of AACR2, LC classification and subject headings, MARC formats, experience and/or training with OCLC or another bibliographic utility, and good oral and written communication skills. Previous cataloging experience and knowledge of at least one European language, preferably Spanish, is desirable. The beginning professional salary is \$20,000; a higher salary can be negotiated depending on qualifications and experience. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays annually. A standard package of fringe benefits is available. **Applications must be postmarked by June 15 to be considered.** A letter of application, resume, and names of 3 references should be sent to: W. David Laird, University Librarian, University of Arizona Library, POB L, Tucson, AZ 85721. The University of Arizona is an equal-employment-opportunity, affirmative-action employer.

**Medieval-Renaissance and classics bibliographer.** University of California/Los Angeles. **DUTIES:** Current and retrospective collection development relating to Western Europe up to the early modern period. Collection analysis, initiation of individual orders, monitoring of approval plans, and review of gift material. Building and maintenance of effective working relationships with foreign and domestic book dealers. Works with library staff in making preservation decisions for Medieval-Renaissance and Classics collections and provides advanced reference service when needed. **QUALIFICATIONS required:** Graduate study or equivalent in Medieval-Renaissance and/or classical studies; working knowledge of German, Latin, and French. **Preferred:** Working knowledge of ancient Greek and additional Romance and Germanic languages; practical experience in bibliography or collection development; record of involvement in scholarly activities (research, publication, or teaching). Salary: \$25,380-\$52,488. **Candidates applying by June 30 will be given first consideration.** To apply for this position, send application letter and resume, including names of 3 references who are knowledgeable about applicant's qualifications for the position, to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, UCLA Research Library, 405 Hilgard Ave., Los Angeles, CA 90024-1575. EOE, AA employer actively seeking minority applicants. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT). All persons hired required to show proof of their identity and right to work in the U.S.

**Monograph cataloger.** Responsible for original cataloging of monographs and media, cataloging of special collections, catalog maintenance, and bibliographic holdings. 3 full-time staff plus students. Assist in implementation of an online catalog. The University of Toledo is the fastest-growing state university in Ohio with 23,000 students, offer-

## Government Documents Coordinator Library Faculty Appointment

**RESPONSIBILITIES:** Selects, processes, and provides public service for the U.S., California, international, and local documents collections. Catalogs using OCLC. Serves at general reference desk. Oversees workflow of the documents section. May also perform bibliographic instruction, database searching, and collection development duties.

**REQUIREMENTS:** MLS from ALA-accredited institution or equivalent. 2nd advanced degree or doctoral equivalency required for tenure. Minimum of 2 yrs.' professional library experience with documents. Effective interpersonal and communication skills.

**DESIRABLE QUALIFICATIONS:** Experience or coursework in business, taxation, legal resources, engineering, or computer science. Experience in online searching, collection development, or bibliographic instruction.

**SALARY:** Minimum \$31,680.

**APPLICATION: Deadline for applying is June 9.** Please direct resume (including the names and addresses of 3 references) and/or request for further information to: Sharon K. Perry, Chair, Public Services Recruitment Committee, University Library, CALIFORNIA STATE UNIVERSITY/FULLERTON, POB 4150, Fullerton, CA 92634-4080.

Affirmative-action, equal-opportunity,  
Title IX employer

ing associate, bachelor's, professional, and doctorate degrees in 8 colleges. The attractive main campus location in one of Toledo's finest residential sections provides a suburban atmosphere, yet is an integral part of the civic, cultural, and commercial life of the community. The City of Toledo has undergone a revitalization of its downtown and waterfront area to complement its noted Museum of Art, zoo, and metropolitan park system. Its location provides the city with outstanding recreational opportunities on Lake Erie and easy access to cities throughout the Midwest. **QUALIFICATIONS:** MLS from an ALA-accredited school; 3 or more yrs.' cataloging experience in an academic library with an automated cataloging system (preferably OCLC). Faculty status; 12-mo. contract; very liberal fringe benefits. Salary about \$27,500 depending upon qualifications. Position available July 1. **For full consideration, applications should be received by June 20.** Applications will be accepted until the position is filled. Send resume and the names, addresses, and telephone numbers of at least 3 references to: Alan D. Hogan, Chair of Search Committee, William S. Carlson Library, University of Toledo, Toledo, OH 43606. The University of Toledo is an equal-opportunity, affirmative-action employer.

**Preservation microfilming librarian,** Columbia University. Primary responsibility for managing the Columbia University Libraries' Preservation Microfilming Program, including supervision of support staff and student assistants to prepare materials for microfilming, involving establishing bibliographic control, targeting, collating, and physical preparation of volumes; and supervision of support staff to microfilm and photograph materials and to perform quality control inspection. Responsibilities also include coordinating pre- and postfilming procedures with other library units; contracting and maintaining contracts with outside microfilming vendors; managing grant-funded projects; assisting in all aspects of the preservation program including training,

publications, the Preservation Committee, disaster prevention and recovery, and system-wide planning for preservation. In addition to an accredited MLS, requirements are: knowledge of preservation microfilming policies and procedures, with experience in a microfilming operation preferred; knowledge of current preservation trends, bibliographic control of microforms and library automation; ability to work in fluid, complex organization and to communicate effectively verbally and in writing. Formal study of preservation in an academic environment and supervisory experience in a large academic library are desirable. Salary ranges are: Librarian I, \$25,000-\$32,500; Librarian II, \$27,000-\$36,450. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Applications received by May 15 will receive priority consideration. Final application deadline is May 30.** Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

**Principal catalog librarian** (new position). The Atkins Library of the University of North Carolina at Charlotte seeks an individual who, under the direction of the cataloging unit head, will supervise the original cataloging section (includes 4 librarians and one paraprofessional). Other responsibilities will include original cataloging and editing of OCLC copy in all USMARC formats within an integrated online catalog system (VTLS). ALA-accredited master's degree required. A minimum of 4 yrs.' current cataloging experience, especially with *Anglo-American Cataloguing Rules*, LCRIs, USMARC formats, and LC subject headings and classification, in an academic library. OCLC experience required. Online experience desirable. Facility with modern European languages is necessary. Preferred candidate should have demonstrated communication and interpersonal relations skills, with supervisory experience desirable. 12-mo. appointment, tenure-track position, rank commensurate with experience. Minimum salary \$28,000. State-mandated benefits. **Applications will be reviewed starting June 15,** and will continue until the position is filled. Send resume and the names of 3 references to: Raymond A. Frankle, Director, J. Murrey Atkins Library, University of North Carolina at Charlotte, Charlotte, NC 28223. UNC Charlotte is an equal-opportunity, affirmative-action employer. UNC Charlotte complies fully with the Immigration Reform and Control Act of 1986. Women and minorities are encouraged to apply.

**Professional librarian positions,** Northern Arizona University, Flagstaff. Applications are invited for the following professional positions at Cline Library, Northern Arizona University. For newly funded positions, minimum salaries are \$20,000-\$22,000, and a hiring date of July 1: 1) **Acquisitions librarian;** 2) **Archivist;** 3) **Serials management librarian;** 4) **Monographs cataloging librarian;** 5) **Media librarian;** 6) **Reference librarian;** 7) **Library software specialist;** and 8) **Field services librarian** (.5 FTE). For existing positions, minimum salaries as indicated below: 9) **Reference coordinator,** \$30,000; 10) **Special collections coordinator,** \$30,000; and 11) **Nonbook catalog librarian,** \$20,000. Each of these positions has a 12-mo. contract with academic professional status. Northern Arizona University is an institution of higher education with graduate and undergraduate programs, both on- and off-campus, with an enrollment of more than 11,000 students from 50 states and 55 foreign countries. The region is a major center for scientific research including renowned Lowell Observatory, the U.S. Geological Survey, and the Museum of Northern Arizona. The community enjoys a mild, 4-season climate and plenty of Arizona sunshine at an elevation of 7,010 ft. NAU's



## Assistant Head, Department of Special Collections Position #123

The University of Southern California is seeking a librarian as assistant head, department of special collections. Reports to head and manages daily operations, including public and technical services. Serves as curator, American literature; responsible for acquisitions for collection. Develops procedures on security, preservation, and access. Provides reference and instruction on use of collection. Prepares exhibits.

MLS/ALA-accredited institution, BA in English literature (master's or doctorate in American literature desirable); knowledge of archival practices, 2-5 yrs. experience, preferably in academic library. Reading knowledge of German, Latin, or French.

**RANK AND SALARY:** Librarian I, \$27,606; Librarian II, \$34,750, plus benefits.

**CLOSING DATE FOR APPLICATIONS:** June 9.

Applicants, submit letter of application, resume, and names and telephone numbers of 3 references. Apply to: **Carolyn J. Henderson, Associate University Librarian for Administrative Services, Doheny Memorial Library, University of Southern California, University Park, Los Angeles, CA 90089-0182.** Refer to Assistant Head, Department of Special Collections, Position #123-CLE on all correspondence.

AA, EOE

location in Flagstaff, a city of 38,000 residents at the heart of scenic northern Arizona, affords access to dozens of natural and cultural points of interest including the 12,670-ft.-high San Francisco Peaks, the Grand Canyon National Park, and the Navajo and Hopi Indian reservations. Complete job descriptions are available upon request. Review of applications began in April. Send letter of application, resume, and names and addresses of 3 references to: **Jean D. Collins, University Librarian, Cline Library, POB 6022, Flagstaff, AZ 86011; 602-523-6802.** Northern Arizona University is an equal-employment-opportunity, affirmative-action employer, with the advancement of women and minorities as an institutional commitment.

**Public services librarian.** Juniata College is seeking a creative, energetic, people-oriented librarian to join our public services team. This is an entry-level, faculty-rank position reporting to the college librarian. Responsibilities will include reference assistance, online searching, bibliographic instruction, and collection development. **QUALIFICATIONS:** ALA-accredited; demonstrated proficiency in database searching. Salary range begins at \$20,000 for a 9-month academic-year contract. **Send letter of application, resume, and the names of 3 references by May 30 to:** Barbara M. Rowe, Director of Personnel Services, Juniata College, Huntingdon, PA 16652. AA, EOE.

**Rare books catalog librarian, special collections,** Washington University, St. Louis, Mo. Performs original and adaptive cataloging of rare books and other printed materials; serves as bibliographer for a subject area for the general libraries; assists users of special collections; supervises catalog maintenance, shelving of printed materials, bookplating, processing and preparation of protective enclosures, and related activities. **REQUIRED:** MLS degree from ALA-accredited library school; academic library or equivalent cataloging training or experience with AACR2 and LC classification; ability to work with non-English languages and non-Roman alphabets. **Strongly preferred:** Rare book cataloging training or experience. **Desirable:** MA degree in the humanities; working knowledge of OCLC and other automated systems; collection development experience; supervisory experience; knowledge of preservation procedures; knowledge of national and international

trends in bibliographic description. Minimum salary: \$21,316. **Initial review of applications will begin Aug. 18.** Position will remain open until filled. Send letter of application, resume, and 3 letters of reference to: **Personnel Office, Washington University, Box 1184, One Brookings Dr., St. Louis, MO 63130-4899.** Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

**Reference,** available immediately, Indiana University School of Law Library. Large dynamic urban campus, site of IU schools of Medicine, Dentistry, Nursing, Business, Law; large undergraduate/graduate programs (over 24,000 students, 750 in law school), world-class sports facilities. City consistently has been ranked high in quality of life. **REQUIREMENTS:** MLS (ALA-accredited). Prefer candidates with experience in reference or other public service functions, but also seek candidates with strong academic/performance/service background. **DUTIES:** Provide reference service (some evenings), participate in book selection, assist at circulation desk if needed, maintain microform/media collection, maintain Indiana legislative materials and appellate court briefs, and miscellaneous public service duties. After appropriate training, will also teach legal bibliography to law students and outside groups. Salary: \$19,885. Fringe benefits: Equivalent to nearly 30% of salary (TIAA/CREF fully paid by university). Tenure-track. **Deadline: June 1,** but later-received applications considered until position is filled. Application, resume, 3 references to: **Merlin P. Whiteman, Assistant Director for Reader Services, Law Library, Indiana University School of Law, 735 W. New York St., Indianapolis, IN 46202; 317-274-4027.** Indiana University is an affirmative-action, equal-opportunity employer.

**Reference/collection development librarian,** Joyner Library, East Carolina University. **RESPONSIBILITIES:** Participates in all aspects of reference service including service at the reference desk, online CD-ROM database searching, and bibliographic instruction. Acts as liaison to assigned faculty departments and develops the reference and stack collections in these subject areas. Department staff of 12 includes 9 librarians. **QUALIFICATIONS:** ALA-accredited MLS, strong oral and written communication skills, reading knowledge of a

foreign language. Reference experience in an academic or research library. 2nd master's degree, and experience with library applications for microcomputers preferred. 12-mo., tenure-track faculty appointment. Salary \$22,000 minimum, depending on qualifications. Research and publication expected for tenure and promotion. East Carolina University's libraries serve a campus community of over 15,000 students and 950 faculty. The university is a constituent institution of the 16-campus University of North Carolina. **Screening of applications will begin July 1,** and continue until position is filled. Official transcripts from each college or university attended will be required prior to any offer of employment. Send letter of application, resume, copies of transcripts, and names of 3 current references to: **Jo Ann Bell, Acting Director of Academic Library Services, Joyner Library, East Carolina University, Greenville, NC 27858-4353.** Federal law requires proper documentation of identity and employability at the time of employment. It is requested this documentation be included with your application. East Carolina University is an affirmative-action, equal-opportunity employer and, as such, encourages applications from women, blacks, and other minorities.

**Reference/education librarian.** The University of Missouri-Columbia is seeking qualified applicants for the position of reference/education librarian. **PRINCIPAL RESPONSIBILITIES INCLUDE** providing reference service to library users (including some evening and occasional weekend hours); performing collection development activities in education and psychology; performing searches or training users in searching online and CD-ROM databases; providing bibliographic instruction and training in the use of the library; developing printed handouts to assist in instruction and reference; serving as the liaison with faculty for assigned departments; and maintaining awareness of new information tools and technology. **REQUIRES** minimum of a master's degree from an ALA-accredited program; strong education or social science background and/or equivalent experience; 2nd master's in education, psychology, or a related social science discipline helpful. 2 yrs. library experience in an academic or research library preferred; competency in computer database searching preferred. Ability to communicate well orally and in writing; strong public service orientation; ability to work in a team environment where services are expanding and where there is considerable scope for new program initiatives including the application of new technologies to service delivery. **MINIMUM SALARY:** \$18,000-\$20,000 for 12 mos., commensurate with experience. Benefits include 30 vacation days per year, vested retirement after 5 yrs., dental insurance, and other normal fringe benefits, including 75% tuition waiver. **COLUMBIA** is in the middle of the state on I-70, only 2 hrs. from St. Louis and Kansas City, and 1.5 hrs. from the Lake of the Ozarks major recreational area. The university and 2 other colleges provide superb cultural events. According to the ACCRA Composite index, the cost of living in Columbia is very reasonable when compared with other university communities. **AVAILABLE:** Sept. 1. **Applications received by July 15 will receive first consideration.** Send letter of application, names of 3 references, and resume to: **Pat Burbridge, Personnel Coordinator, 104 (AL) Ellis Library, University of Missouri-Columbia, Columbia, MO 65201-5149.** The University of Missouri-Columbia is an equal-opportunity, affirmative-action employer and employs only U.S. citizens and lawfully authorized alien workers.

**Reference librarian, access services coordinator,** reference department. **RESPONSIBILITIES INCLUDE** general reference service to campus community, supervising reference collection maintenance, and coordinating physical access to resources. Experience with computer (Dialog). Salary \$20,000. MLS from

ALA-accredited school. Position open July 1. Upon receipt of letter of interest, an application form and job description will be sent. Apply to: Ray Means, Library Director, Reinert/Alumni Library, Creighton University, California at 24th St., Omaha, NE 68178-0300.

**Reference librarian.** Berks Campus, Penn State University Libraries. Penn State University Libraries seek qualified applicants for the position of reference librarian at the university's Berks Campus. The 240-acre campus is situated in a parklike setting along Tulpehocken Creek, northwest of the City of Reading 60 miles from Philadelphia. Enrollment is approximately 850 full-time and 600 part-time students. The campus offers associate degrees, up to 2 yrs. of most university baccalaureate programs, and a variety of continuing education programs. The campus is initiating several new programs and enrollments are expected to increase by 25% in the next 3-4 yrs. The reference librarian, a member of the University Libraries' faculty, is responsible for the delivery of reference service and bibliographic instruction under the general direction of the head librarian. Participation in collection development activities, close involvement with students, faculty, and the community is expected as is liaison with appropriate personnel in the libraries' system. **REQUIREMENTS:** ALA-accredited MLS; preferred educational background in sciences or technology at the undergraduate or graduate level; 2nd advanced degree, preprofessional and library automation/technology experience desirable. Salary: Dependent upon qualifications. Minimum of \$23,016. Fringe benefits: Liberal vacation; excellent insurances; state or TIAA/CREF retirement options; educational privilege. Available: July 1989. **Application deadline: May 31**, or until a suitable candidate is found. To apply, send letter, resume, and names of 3 references to: Nancy Slaybaugh, E1 Pattee Library, Box BK-LDS, Pennsylvania State University, University Park, PA 16802. An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

**Reference librarian.** Main library, Mercer University/Macon, seeks a public-service-oriented librarian to provide general reference service, supervise interlibrary loan, conduct online searches, and participate in bibliographic instruction. Will also assist in introduction of Innovative Interfaces INNOPAC system in new library, to be occupied June 1989. Mercer is a comprehensive, coeducational, church-related private university with an enrollment of more than 6,000 students. The main library serves the colleges of Liberal Arts, Business, and Engineering, and is the resource library for off-campus programs of Mercer's University College. ALA-accredited MLS required; initiative, excellent communication and interpersonal skills essential. Academic library experience desirable. Nontenure-track faculty appointment. Salary minimum: \$22,000 for 12 mos.; 22 days' vacation and excellent fringe benefits package. Available July 1. Will interview at ALA Dallas. Send resume, and names, addresses, and phone numbers of 3 references to: Mary Howard, Director, Library, Mercer University, 1330 Edgewood Ave., Macon, GA 31207.

**Reference librarian.** Sterling Memorial Library, Yale University Library. Minimum rank: Librarian II. **RESPONSIBILITIES:** Provides reference desk assistance, bibliographic instruction, and computer-assisted reference service. Plans and coordinates the development of the reference collection. The department, the central reference location on campus, serves all levels of users with special focus in the humanities and social sciences, and is in an exciting period of development as it seeks to expand its role in meeting the information needs of the Yale community. **QUALIFICATIONS:** MLS degree from an ALA-accredited library school. 2 or more yrs.

## Associate Dean of University Libraries for Public Services Arizona State University

Arizona State University Libraries are seeking candidates for the position of associate dean of university libraries for public services. The successful candidate will be responsible for the leadership and management of public services units (in the main library and 3 major branch libraries) and will participate in overall library planning and policy formulation.

**REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree; successful administrative experience at the department-head level or above in public services in a university library; a record of progressively responsible experience in an academic research library; demonstrated leadership qualities; strong analytic, communication, and interpersonal skills; experience in creating and implementing new public service programs; knowledge of latest issues and trends in academic librarianship; experience with a wide range of public service programs; experience with online systems; evidence of professional development, service, and participation in professional associations; successful supervisory experience, preferably of a large staff including librarians.

**ARIZONA STATE UNIVERSITY AND ITS LIBRARIES:** ASU's mission is to continue development as a major research university and remain competitive with the best public universities in the nation. Toward that end, the libraries have experienced dynamic growth during the past few years. A science and engineering library was occupied in 1983, an \$11.8 million addition to the main library was occupied in early 1989, and the other libraries are being expanded/remodeled. The libraries enjoy an advanced online catalog that includes indexes to periodicals and specialized collections. Collections total 2.4 million volumes and 2.8 million microform units. Of the 260 FTE staff, 116 are employed in public services. Membership is held in ARL, CARL, CRL, AMIGOS, OCLC, and, as an associate member, in RLG. The total library budget is \$10.2 million. ASU, with 43,000 students, is the nation's 5th-largest university and is located near Phoenix, the nation's 10th-largest city.

**SALARY:** \$55,000 minimum, depending on qualifications. Benefits: TIAA/CREF, VALIC, or state retirement plan; annual paid leave of 22 days' vacation, 12 days' sick leave, and 10 holidays; tuition reduction for employee and family at all 3 Arizona universities. Librarians serve on university governance committees and are eligible for continuing appointment status and sabbatical leave.

Applicants must include documentation or evidence of specific qualifications and short statements (no more than 2 pages each) concerning 1) their philosophy of public service and 2) what new public service programs they have implemented and are interested in implementing. Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by June 1, when review will begin.** Send letter of application, resume, supporting documents, and a list of 4 recent references to: **Constance Corey, Associate Dean of University Libraries for Management Services, Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.**

ASU is an equal-opportunity, affirmative-action employer.  
Minorities are encouraged to apply.

academic reference experience in the humanities and social sciences. Reading knowledge of 2 foreign languages. Familiarity with online database and compact disc searching, the application of microcomputers to reference services. Demonstrated interpersonal skills including excellent oral and written communication with strong analytical skills. Ability to work cooperatively in a demanding and rapidly changing environment. Reference collection development experience, especially in the humanities and social sciences, desirable. Additional graduate work desirable. Salary and rank commensurate with qualifications and experience; from a minimum of \$27,000. **Application deadline: May 31.** To be assured of consideration, please send letter of application, resume, and names of 3 references to: Diane Y. Turner, Acting Head, Library Personnel Services, Yale University Library, POB 1603A Yale Station, New Haven, CT 06520. An EEO, AA employer.

**Reference librarian.** Suzzallo Library. Under the general direction of the head, reference and research services division, serves as reference librarian in Suzzallo Library—the main, general library—providing reference services, participating in user education, collection development, and computer-based reference services. The reference and research services division provides reference service for social sciences and humanities disciplines which do not have branch libraries plus general reference service to the campus community. The division currently has 4 CD-ROM stations using 6 CD-ROM resources and offers instruction in the use of the 22 online catalog terminals in the reference area, 2 OCLC terminals, and LASERCAT, the Western Library Network database on CD-ROM. **QUALIFICATIONS:** Graduate degree

from a program accredited by the American Library Association required. Strong public service orientation and at least 2 yrs. experience in reference work in an academic or research library required. Strong orientation toward providing user education as an integral part of reference services. Subject specialty in an area of the social sciences or humanities desirable. Ability to work effectively with library staff, students, faculty, and general public. Excellent written and oral communications skills. Familiarity with computer-based reference services, CD-ROM resources, and online catalogs. Salary: \$22,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline: 5 pm, Friday, June 9.** Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Eleanor L. Chase, Acting Personnel Librarian, University of Washington Libraries, FM-25, Seattle, WA 98195. AA, EOE.

**Reference librarian.** The University of Northern Iowa has an immediate opening. The position participates in a full range of reference duties, including reference service, bibliographic instruction, computerized searching, and related assignments. Also serves as bibliographer in library's collection management program. One of 7.5 general reference positions. ALA-MLS and good interpersonal, written, and oral communications skills required. Coursework or experience related to position's duties required. A strong academic background in one of the following subjects preferred: natural or health sciences, social sciences (including sociology and human

## Chief Bibliographer

The University of Alabama Libraries, Tuscaloosa, invite applications for the position of chief bibliographer. This position reports to the associate dean of libraries for collections and information services and is responsible for planning, implementing, monitoring, coordinating, and evaluating the collection development program in an evolving environment. Reference and other librarians (22) are in the process of developing collection skills, activities, procedures, and policies under the leadership of this position.

**QUALIFICATIONS** required: MLS from a program accredited by ALA; relevant experience in an academic library; excellent oral and written communication skills; knowledge of publishing, book trade, higher education, and budget management; knowledge of issues and trends in bibliographic control, collection assessment, and collection management; experience in management of approval plans; demonstrated skill in planning, organizing, and coordinating work of others; ability to work effectively and productively with faculty, students, and with library personnel at all levels; skill in developing, analyzing, and interpreting relevant statistical data; ability to function effectively in a changing environment; and evidence of professional and/or scholarly activity. **Preferred:** Additional graduate degree; working knowledge of one or more foreign languages, automated systems, particularly in acquisitions, and familiarity with the RLG Conspectus. 12-mo., tenure-earning position. Salary and rank depend on qualifications: Assistant or Associate Professor rank, \$27,000 minimum salary, which includes an administrative stipend.

Send cover letter, resume, and names and addresses of 3 references by May 31 to: Sondra Tucker, Libraries Personnel Officer, University of Alabama, Collection Development Search, POB 870266, Tuscaloosa, AL 35487-0266.

The University of Alabama is an equal-opportunity, affirmative-action employer.

services), or education. A 2nd master's degree or equivalent required for tenure. Work year consists of academic year—including summer sessions—plus 2 weeks. Off approximately 8 weeks a year. TIAA/CREF. Excellent fringe benefits. Salary: \$21,500 minimum. **APPLICATION DEADLINE:** Screening of applications will begin on June 15 and continue until the position is filled. Send letter of application, resume, transcripts, and 3 letters of reference to: Stan Lyle, Chair, Search Committee, Donald O. Rod Library, University of Northern Iowa, Cedar Falls, IA 50613. UNI is an equal-opportunity employer with a comprehensive plan for affirmative action. Applications from women and minorities are encouraged.

**Research support services librarian.** **QUALIFICATIONS MINIMUM:** An ALA-accredited MLS; one yr.'s post-MLS experience in a research library setting providing reference, online searches, and bibliographic instruction; experience selecting materials and developing library collections; excellent interpersonal skills; the ability to market and promote library services; evidence of creativity and initiative in professional practices. **Preferred:** Subject expertise, demonstrated by substantial reference or collection development experience and/or degree in one of the following: fine arts, English, general humanities, or business. Rank and salary: dependent on experience and qualifications; Assistant Librarian \$21,000 minimum; Associate Librarian \$27,000 minimum. **GENERAL INFORMATION:** Arizona State University West Campus Library seeks applications from opportunity-seeking, dynamic, energetic, and creative librarians to join a department of 5.5 librarians and 5 paraprofessionals. **RESPONSIBILITIES:** Reference and research support, including an innovative partnership with paraprofessional information providers, individual consultation with students and faculty on research projects, and delivery of online services; bibliographic instruction in assigned subject areas; collection development in specific disciplines with emphasis on a strong liaison role with the faculty; and participation in program development and planning. The West Campus, founded in 1984, is a rapidly growing upper-division branch campus with exceptional faculty and students. Over 400 junior-, senior-, and graduate-level courses are presently offered. ASU West Campus has a projected enrollment of 10,000 students when completed. The elegant new Fletcher Library building contains 97,000 sq. ft. and has an acquisitions budget of \$1.4 million. The library emphasizes quality services tailored to institu-

tional and client needs, collection building coordinated with curriculum building, intensive use of electronic information technology, and partnership with faculty in the academic mission. An online catalog provides access to both West Campus resources and the collections of ASU in Tempe. **Application deadline: June 1.** **APPLICATION PROCEDURE:** A letter of application, addressing specific qualifications as they relate to the responsibilities described; a current resume; and the names, addresses, and telephone numbers of 4 references should be sent to: Carol Hammond, Head, Information and Research Support Services, Fletcher Library, Arizona State University West Campus, POB 37100, Phoenix, AZ 85069-7100; 602-543-8504. An equal-opportunity, affirmative-action employer.

**Science cataloger.** Under the direction of the head of the original cataloging section, cataloging division, classifies and provides subject analysis for monographs in the health sciences and in selected areas of the biological sciences, physical sciences, and technology. Coordinates the cataloging of health sciences monographs and analytics and of science materials. Prepares the keyword index to environmental impact statements. **QUALIFICATIONS:** Graduate degree from a program accredited by the American Library Association required. A minimum of 2 yrs. post-MLS original cataloging experience preferred, but will consider entry-level. Science or health science original cataloging experience preferred. Academic or research library experience preferred. Knowledge of current cataloging rules and Library of Congress cataloging practices, classification, and subject headings required; knowledge of current National Library of Medicine cataloging practices, classification, and Medical Subject Headings preferred. Academic degree or coursework in the sciences preferred; aptitude/ability to work with medical, scientific, and technical materials and terminology. Strong oral and written communication skills and effective interpersonal skills required. Knowledge of at least one Western European language required. Experience with an automated cataloging system, preferably OCLC, required. Experience with a local online system desirable. Ability to function well in a changing environment, to work effectively with library staff, and to contribute constructively to division planning required. Salary: \$20,500 minimum for entry-level. Starting salary dependent on background and experience. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance

plan. No state or local income tax. **Application deadline: 5 pm, Friday, June 9.** Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Eleanor L. Chase, Acting Personnel Librarian, University of Washington Libraries, FM-25, Seattle, WA 98195. AA, EOE.

**Social sciences bibliographer,** Yale University Library. Minimum rank: Librarian II. **RESPONSIBILITIES:** Selects publications and information sources in the social sciences for Yale collections. Participates in collection development and management activities of the Social Science Library and government documents center. **QUALIFICATIONS:** MLS from an ALA-accredited library school or equivalent. An advanced degree, preferably a PhD in economics, political sciences, public policy, sociology, or international relations. Experience in an academic or research library as a selector or in a related position is desirable. Fluency in one or more Western languages, and competence in several. Strong organizational and communication skills. Well-developed and effective interpersonal skills. A record of significant scholarly and professional contributions is expected. Salary and rank dependent upon qualifications and experience; from a minimum of \$27,300. **Application deadline: May 31;** applications will be accepted until the position is filled. Please send letter of application, resume, and the names of 3 references to: Diane Y. Turner, Acting Head, Library Personnel Services, Yale University Library, Box 1603A Yale Station, New Haven, CT 06520. An EEO, AA.

**Social sciences cataloger.** **AVAILABLE:** July 1. The social sciences cataloger is responsible for cataloging English-language monographs in the social sciences with a focus on materials for the city and regional planning departmental library and the Business Administration/Social Sciences (BA/SS) reference collection. The cataloger also acts as catalog department liaison and problem solver for the planning and BA/SS collections. Occasional responsibilities include supervising student assistants and assisting with the training of professional and support staff. The position is one of 2 social sciences catalogers within the monographic cataloging section of the catalog department. The 12 professionals within the section use AACR2 and Library of Congress classification and subject headings. They create original cataloging records on OCLC and edit OCLC member records needing extensive revision. **QUALIFICATIONS:** An ALA-accredited MLS is required. Desirable qualifications include graduate-level coursework in a social science discipline and cataloging experience with OCLC, AACR2, and Library of Congress classification and subject headings. **SALARY AND BENEFITS:** This is a 12-mo. academic appointment with a minimum salary of \$19,000, and standard state benefits of annual leave, sick leave, insurance coverage, and retirement plan. **DEADLINE FOR APPLICATION: June 15.** **TO APPLY:** Send resume and names of 3 references to: Barbara DeLon, Library Personnel Officer, CB #3900, Davis Library, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-3900. An equal-opportunity, affirmative-action employer.

**Southeast Asian materials cataloger** (4 yrs., grant-funded), available immediately. Original cataloging of monographs and serials in Chinese, English, Indonesian, and Malaysian languages, mostly in microfiche. Professional librarians also provide bibliographic instruction. **REQUIREMENTS:** MLS or equivalent; 2 yrs. professional cataloging experience; familiarity with AACR, LC classification and subject headings, and MARC format; teaching/bibliographic instruction experience, reading knowledge of Chinese, Indonesian, and Malaysian languages as well as excellent oral

and written English. OCLC tagging preferred. Salary: \$22,000. **Send resume and 3 references by June 1 to:** Elizabeth Hoffmann-Pinther, **Ohio University Libraries, Athens, OH 45701.** Women and minorities encouraged to apply. AA, EEO employer.

**University archivist.** A new position responsible for developing a university archives and records management program, including records surveys, establishment of operational policies and procedures, and supervision of records management. The archivist writes grant proposals seeking assistance and plans for space, budget, and microfilming needs; works with state archives, university administrators, and other library faculty to coordinate aspects of the program. May teach on occasion in the History Department. 12-mo., tenure-track faculty position. **QUALIFICATIONS:** ALA-accredited MLS degree; and/or MA in history or related field. Courses or other formal archival training highly desirable. Substantive archival experience, preferably in an academic setting. Demonstrated knowledge of archival principles and practices, particularly records surveys and archival arrangement and description. Experience with a records management program highly desirable, as is familiarity with microcomputers and library bibliographic networks. Demonstrated effectiveness in oral and written communications and ability to establish effective working relationships with administrators and researchers. **BENEFITS:** University pays for TIAA/CREF or State Retirement; BC-BS insurance; paid group life insurance. Salary \$27,000+, depending on experience. The university is located in Virginia's beautiful and historic Shenandoah Valley. **The position will be available July 1, but will remain open until filled; review of applications will begin June 15.** Send vita and 3 letters of reference to: Dennis E. Robison, University Librarian, **Carrier Library, James Madison University, Harrisonburg, VA 22807.** James Madison University is an affirmative-action and equal-opportunity employer.

**University librarian.** Northeastern Illinois University, an accredited state university with an enrollment of 10,000 students, invites applications and nominations for the position of university librarian. **RESPONSIBILITIES:** The university librarian administers all library and media services, 2 off-campus libraries, a significant state archive depository; manages a collection of over 500,000 volumes, 5,000 serials, a full range of nonprint materials; directs a staff of 20 faculty and 45 civil service employees; reports to the provost and serves as a member of the Provost's Council. Position available Sept. 1. Salary range \$48,000-\$54,000. **QUALIFICATIONS:** MLS (ALA-accredited) and additional graduate degree, doctorate preferred; 5 yrs.' administrative experience in an academic library; experience in automated systems management; evidence of professional and scholarly achievement; skills in interpersonal relationships, staff supervision, and management of fiscal resources. **Please send letters of nomination or application, including a resume and names and addresses of 3 professional references, by June 15 to:** Barbara A. Hursh, Provost, **Office of Academic Affairs, Northeastern Illinois University, 5500 N. St. Louis Ave., Chicago, IL 60625.** An affirmative-action, equal-opportunity employer.

**University libraries development officer.** Nominations and applications are invited for this professional position, available immediately. **REQUIREMENTS INCLUDE** a bachelor's degree and 3-5 yrs.' experience in development and fundraising work, preferably in higher education. Must be experienced in grant writing, soliciting corporate and individual gifts, and in organizing and running annual gift program. Excellent writing and speaking ability. Experience with automated database maintenance, word processing, and desktop publishing desirable. **RESPON-**



## University of Wisconsin-Whitewater Library and Learning Resources

The University of Wisconsin-Whitewater invites applications for a full-time, tenure-track faculty position of **INFORMATION AND INSTRUCTION LIBRARIAN**, available July 1.

**RESPONSIBILITIES:** Provide reference assistance to library users including use of government documents collection; assist users in utilizing local online catalog system; instruct users in conducting end-user database searching; perform online search of Dialog databases; participate in bibliographic instruction; assist in general and reference collection development efforts. **QUALIFICATIONS:** MLS from ALA-accredited institution; working knowledge of machine-assisted reference services; 2 yrs.' professional experience in bibliographic instruction; substantial experience with microcomputer applications; reference specialization in business, education, law, or in areas of social sciences or sciences; a 2nd advanced degree in an academic discipline; good communication skills.

**MINIMUM RANK AND SALARY:** Assistant Professor, \$24,000. Actual salary is commensurate with qualifications.

**BENEFITS:** 22 paid vacation days; one day per month sick leave accumulative; 9.5 paid holidays; choice of group medical and dental insurance; state retirement benefits.

The University of Wisconsin-Whitewater enrolls 11,000 students in the colleges of Business and Economics, Education, Letters and Sciences and Arts. Library and Learning Resources is a modern facility of over 360,000 books and bound periodicals, 2,800 serials subscriptions, 260,000 documents, 700,000 microforms, and 10,617 audiovisual materials, participates in OCLC online cataloging, and has an LS/2000 local automation system.

A complete application file consists of formal letter of application and current vita, official copies of all transcripts, and 3 current letters of professional recommendation. **ALL materials must be received before application can be considered. Deadline for applications: May 15.**

Address applications and nominations to: **Hsi-ping Shao, Dean of Library and Learning Resources, Harold G. Andersen Library, University of Wisconsin-Whitewater, Whitewater, WI 53190.**

Affirmative-action, equal-opportunity employer

**SIBILITIES INCLUDE** addressing and executing fundraising strategies on behalf of all the areas of university libraries including the Kentucky Museum. Reports to director of university libraries. Successful candidates will have good organizational skills and understanding of the goals, functions, and services of the libraries and the museum in the university and the community. Minimum salary of \$28,000. Fringe benefits include choice of medical plans, and liberal vacation and sick leave. **Send letter of application, vita, and names of 3 references by June 1 to:** Office of Academic Affairs, University Libraries Development Officer Search, **Western Kentucky University, Bowling Green, KY 42101.** Women and minorities are encouraged to apply. An affirmative-action, equal-opportunity employer.

**2 positions** at the University of Central Florida Library. Growing institution—dynamic community. Concentrations in business, education, and technology; a fully automated library. 1) **Administrative services librarian.** Has responsibility for coordination of microcomputer LAN applications and staff training; statistical data collection analysis; building maintenance; copier service contract. Supervises paraprofessional responsible for library equipment installation/troubleshooting. May perform other duties dependent on need and interest. Must maintain confidentiality. **REQUIRED:** ALA-MLS; 2 yrs.' library experience; knowledge, aptitude, and experience with microcomputers/microcomputer applications; interest in LAN; demonstrated quantitative/analytical skills and oral/written communication skills; organizational ability, initiative, and a positive record of working well with others. **Desired:** Experience with staff training; an understanding of current and developing technologies. Opportunity for dynamic, responsible librarian to participate in administrative activities of a growing university library. 2) **General reference librarian.** Reports to head of reference. Duties include reference desk with evening/weekend rotation and biblio-

graphic instruction assignments; may include online searching and/or collection development. **REQUIRED:** ALA-accredited master's degree, demonstrated oral and written communication skills, and instruction experience. **Desired:** Previous experience in reference, online searching, collection development, familiarity with microcomputer applications. Both positions are a part of the faculty bargaining unit and subject to union contract. Rank and salaries depend on experience and qualifications; salary \$23,400 minimum. **Letters must be postmarked no later than May 26.** Send letter of interest and resume to: Angela Ledford, Staff Assistant, **University of Central Florida, Orlando, FL 32816-0666.** UCF is an equal-opportunity, affirmative-action employer. As an agency of the State of Florida, the university makes all application materials and selection procedures available for public review.

**2 positions.** 1) **Catalog librarian.** Responsible for original cataloging in all formats in WLN-based technical services unit; reports to head of cataloging. Requires ALA-accredited MLS; knowledge of AACR2, MARC, LC classification, and LCSH; previous professional experience, familiarity with WLN or other utility; foreign language skills, additional graduate degree desirable but not mandatory. 2) **Acquisitions/serials librarian.** Responsible for acquisitions and processing of periodicals, standing orders, government documents, and monographs; supervises paraprofessional staff; reports to head of technical services. Requires ALA-accredited MLS and minimum one yr.'s experience in acquisitions or serials control; knowledge of WLN or other utility; familiarity with automated serials control systems, additional graduate degree desirable. Both positions are 12-mo., permanent, tenure-track appointments, available June 1. Minimum salary \$21,000 plus liberal faculty benefits including relocation assistance. Major new building and automation project in progress. **Review of applications begins June 1.** Send letter of application with salary expecta-



## University of Alberta Edmonton

### Chief Librarian

Applications and nominations are invited for the position of Chief Librarian and Director of Libraries. The University of Alberta is a comprehensive public university with an enrollment of approximately 30,000 full-time and part-time students and about 2,000 academic staff members.

The Chief Librarian is responsible to the Vice-President (Academic) for the administration and operation of the University's library system, including the supervision of staff; the administration and development of policies; collection development and management; budgeting; planning; fund development; liaison with academic and administrative units; and liaison with external library, community, and other institutions. He or she is a member of the Dean's Council and the General Faculties Council, and as such is a key participant in total university planning and decision-making.

The University Library system contains over 3 million catalogued volumes, 2.5 million microforms, and 700,000 government documents, and is the second largest university library system in Canada. A member of the Association of Research Libraries, the University Library is an active and primary participant in regional, national, and international cooperative agencies, and is in the forefront of technological development with respect to automated management and information retrieval systems. The library staff numbers approximately 400, and the annual budget is over \$17 million.

The library system has eight major service points — Humanities and Social Sciences Library, Science and Technology Library, John W. Scott Health Sciences Library, John Alexander Weir Law Library, H.T. Coutts Education Library, Information and Reserve Centre, Bibliotheque Faculte Saint-Jean, and Bruce Peel Special Collections Library.

The University of Alberta is located in Edmonton, capital of the province of Alberta, with a population of some 3/4 million in the greater metropolitan area. Noted for its beautiful river valley and extensive parklands, the city supports professional symphony, opera, and theatre companies, and is a centre for art and other cultural activities and home to championship sports teams.

**Qualifications:** Professional qualification in librarianship; experience in management and administration at a senior level within an academic or research library, and in a collegial environment; and an appreciation of the role of a major research library within the academic and larger communities it serves.

**Salary Range:** \$70,000 - \$80,000 (under review).

Written nominations or applications, accompanied in the latter case by a resume of qualifications and the names of three referees, should be submitted by 1 July 1989 to:

**Dr. J. Peter Meekison**  
Vice-President (Academic)  
Third Floor, University Hall  
University of Alberta  
Edmonton, Alberta, Canada  
T6G 2J9

*The University of Alberta is committed to the principle of equity in employment.*

tions, resume, plus names, addresses, and telephone numbers of 3 current references to: Eileen Bell-Garrison, Head of Technical Services, Crosby Library, Gonzaga University, Spokane, WA 99258.

**3 positions open.** 1) **Head of reference.** The O'Neill Library at Boston College seeks a leader in reference and information services to manage an innovative, dynamic, and service-oriented department of 10 librarians, 4 paraprofessionals, a secretary, and student assistants. **PRIMARY RESPONSIBILITIES INCLUDE** management of reference, bibliographic instruction, automated research, and development of the reference collection. The head of reference also serves as bibliographer in a designated subject area, is a member of the Library Department Heads Committee, and participates actively in decision making about public services throughout the University Libraries. **REQUIRES** an ALA-accredited MLS, at least 5 yrs.' experience in academic or research libraries, with demonstrated skill in providing a full range of reference services, including familiarity with recent advances in library applications of information technology and automated research support. The successful applicant will be an excellent communicator, committed to the service mission of the academic library, have a collegial management style, and support staff development. Experience in collection development with a subject degree or record of bibliographic accomplishment is required. Evidence of active contribution to the library profession is highly desirable. Salary from \$35,000, depending on qualifications. 2) **Head of the Social Work Library.** Boston College Libraries are seeking an experienced, service-oriented librarian to head the Graduate School of Social Work Library. This library, with approximately 30,000 printed volumes and a staff of 5 FTE, provides a full range of professional services to the faculty, and doctoral and master's graduate students in the School of Social Work. Its holdings complement the social science collections in O'Neill, the central research library on campus, and the head librarian works closely with social science bibliographers to coordinate collection development and specialized services. The school offers beginning courses at 3 off-campus sites in the New England area, which require increasing use of electronic information delivery to meet the needs of students, as well as some travel to present orientation and bibliographic instruction sessions. The head librarian works closely with the dean and the faculty of the School of Social Work and serves as a member of several major committees within the school. The position reports to the associate university librarian and is an active participant in decision making about overall university library policies. The successful candidate will have an ALA-accredited MLS with at least 5 yrs.' relevant experience in an academic or research library and a graduate background in social work or in an appropriate social science. Experience in management of staff and budgets, collection development, and successful use of technology to enhance library services are required. Ability to contribute actively to the mission of the Graduate School of Social Work is essential. Evidence of continuing professional development and relevant contributions to librarianship are highly desirable. Salary from \$35,000, depending on qualifications. 3) **Reference librarian/bibliographer.** This position participates fully in providing general reference services, bibliographic instruction, and online information retrieval in the O'Neill Library reference department. Will take primary responsibility as liaison to the School of Education, developing the education collection in cooperation with the faculty, planning and implementing specialized services for education students and faculty. Additional collection development responsibilities are possible, depending on subject background. Reference librarians are members of the Bibliographers' Council and contribute their skills to inter-departmental projects and librarywide commit-

## FOREIGN LIBRARY

### Senior Librarian

The Academy for Educational Development, a private nonprofit consulting firm, has an opening for a senior librarian in a 2-year overseas position under a USAID-sponsored project in Somalia. The senior librarian will assist the Somali Institute for Development Administration and Management (SIDAM) in the continued development of its library. The librarian will provide training, support, and service functions to SIDAM, which will include but are not limited to: developing short- and long-range goals for the library program, advising on library procurement in both print and media formats, establishing reference services, organizing library resources, maintaining accurate cataloging and classification systems, maintaining liaison with other Somali libraries, exploring new technologies and software to upgrade present systems, and supervising other library and clerical staff. The librarian also will be required to provide in-service training to 2 Somali counterpart librarians in addition to providing training to students and faculty in the utilization of library resources.

**REQUIREMENTS:** 5-10 yrs.' professional experience in overall library planning, development, and management. Specific experience in resource procurement, collections, cataloging, reference services. A master's or PhD in library science or related field. Experience working in developing countries highly desirable. Salary range \$40,000-\$50,000 plus an excellent benefits package and standard USAID overseas allowances. Salary based on experience and salary history. Candidates should send resume and salary history to: **K. Tincknell, Academy for Educational Development, 1255 23rd St. N.W., Suite #400, Washington, DC 20037.**

AED is an equal-opportunity employer, M/F/H/V.

tees, as well as developing close working relationships with academic departments. **REQUIRES** an accredited MLS, with 3-5 yrs.' relevant professional experience in an academic library setting. Commitment to bibliographic instruction, an interest in innovative use of technology, and ability to communicate effectively with colleagues and library users are required. Expertise in collection development appropriate for an education bibliographer, with relevant subject background. Salary from \$25,000, depending on qualifications. Boston College, a coeducational Jesuit university of 9,000 undergraduates and 5,500 graduate and professional students, is committed to the ideal of excellence and service to others. The central O'Neill Library provides an attractive and intensely used environment for study and teaching. The University Libraries—with a staff of 50 professionals, 90 support positions, and over 200 student assistants—are recognized as the focal point for research and information services at the university. Fully automated since 1984, the libraries are currently migrating to the NOTIS system and continue to be leaders in using new information technology to enhance service to users. The library administration encourages participative management, open communication, and staff development at all levels of the organization. Benefits include 22 days' vacation, tuition remission, and a wide range of insurance programs. **Applications received before May 25 will receive first consideration.** To apply, send resume and cover letter indicating position of interest along with names and phone numbers of 3 references to: Richard Jefferson, Employment Manager, Department of Human Resources, Boston College, Chestnut Hill, MA 02167. An equal-opportunity, affirmative-action employer.

### CORPORATE LIBRARY

**Information management specialist.** A legal information services department using UNIX operating system is seeking individual to provide technical support for the department in the use of commercial databases, the administration of in-house files, and automation of the cataloging/serial check-in systems. **REQUIREMENTS ARE:** 3-5 yrs.' experience in setting up data files and serial check-in systems, familiarity with OCLC and/or other utilities, and working experience in programming, preferably in "C." An ALA-accredited MLS degree desirable. Salary \$50,000+. Send letter of application, resume, and a detailed description of experience to: **POB 1606, New York, NY 10268.**

## LAW LIBRARY

**Catalog librarian.** The Social Law Library is a major research law library located in Government Center in downtown Boston. The library is involved in a major reclassification and retrospective conversion project and is seeking a catalog librarian. Applicants should possess an MLS from an ALA-accredited graduate library program. However, motivated individuals currently enrolled in such a program will be given serious consideration. Duties will include original and copy cataloging (RLIN and OCLC) of monographs, serials, and nonbook materials to support the conversion project, as well as the processing of newly acquired material, and other duties as needed. Salary range is \$20,000-\$24,000 (commensurate with experience) and the position will remain open until filled. Send resume with cover letter and references (including addresses and phone numbers). Send to: David M. Turkalo, Head Catalog Lib., Social Law Lib., Tech. Services Dept., 1200 Court House, Boston, MA 02108.

**Documents and law librarian.** Applications and nominations are invited for a documents and law librarian available July 1. Duties include reference assistance for unit and general collections, bibliographic instruction, collection development, and liaison to county justices and bar association. Must be available to work nights and weekends on a rotation basis. **REQUIRED:** ALA-MLS and experience working with document or law materials. **Preferred:** Legal coursework or degree, WESTLAW or LEXIS online searching experience, and familiarity with OCLC, LCSH, and LC classification. Minimum salary of \$21,000 for 12 mos., tenure-track faculty appointment. Fringe benefits include choice of medical plans, liberal vacation, and sick leave. **Send letter of application, vita, and names of 3 references by June 1 to: Office of Acad. Affairs, Lib. Search, Western Ky. Univ., Bowling Green, KY 42101.** Women and minorities are encouraged to apply. An affirmative-action, equal-opportunity employer.

**2 positions open.** 1) **Assistant law librarian.** Provides legal and document reference service. Aids in the use of LEXIS and WESTLAW. Oversees use of microforms and AV materials. Works on special projects. Works one evening per week. **QUALIFICATIONS required:** Master's degree/library science/ALA-accredited. Coursework/experience in legal research. Ability to work with research-oriented faculty/students. **Preferred:** Public service law library experience; LEXIS and WESTLAW experience. **Desired:** JD

degree (ABA-accredited). 2) **Assistant law librarian (foreign law).** Selects, maintains, and provides reference service for foreign, comparative, and international law materials (100,000 volumes; European Communities Depository). General legal reference services. Advises cataloger on foreign law cataloging/classification. Supervises staff. Works one evening per week. **QUALIFICATIONS required:** Master's degree/library science/ALA-accredited. Reading knowledge of German and one Romance language. Ability to work with research-oriented faculty/students. **Preferred:** Coursework/experience in legal research. Advanced coursework in European legal systems, European government, European history, and Germanic or Romance languages. **Desired:** JD degree (ABA-accredited). **SALARY/RANK:** \$21,000 upward, depending on qualifications/experience. 12-mo. appointment. Assistant Professor. Must meet university requirements for promotion/tenure (research, publication, university, community, and professional service) as well as specific library assignments. **APPLICATION/INFORMATION: by May 30.** Send application, resume, and names and addresses of 5 professional references to: Allen G. Dries, Library Personnel Manager, University of Illinois Library (U-C), 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-5494. The University of Illinois is an affirmative-action, equal-opportunity employer.

## LIBRARY EDUCATION

**Assistant professor of library and information science** (search reopened). The School of Library and Information Science at the University of Wisconsin-Milwaukee announces a vacancy in the tenure-track position of Assistant or Associate Professor of library and information science to teach beginning- and advanced-level courses and conduct research in library and information science, especially in the areas of library management, public and adult library services, and services to special groups. **QUALIFICATIONS:** Applicants must hold a PhD in library and information science or a closely related field, practical and/or teaching experience in an institution comparable to UWM, and evidence of research activity. **SALARY:** Competitive and negotiable; \$26,000-\$30,000 for the academic year. Starting date August 1989. To apply, 1) provide a curriculum vitae including a bibliography of research and publications; 2) state current and future research and teaching plans; and 3) provide at least 3 current letters of reference or request references to be mailed to the school. The school will receive applications until a suitable candidate is found. **The above should be sent by July 15 to: Mohammed M. Aman, Dean, University of Wisconsin-Milwaukee, School of Library and Information Science, POB 413, Milwaukee, WI 53201; 414-229-4709.** The University of Wisconsin-Milwaukee is an equal-opportunity, affirmative-action employer and encourages minority, female, and handicapped applicants because a diverse campus environment is desirable and important to the educational process.

**Associate I, special librarian** (search reopened). Manage resource center and microcomputer and instructional technology laboratories at the UWM School of Library and Information Science. Teach one course in the school and maintain collections of cataloging, reference, audiovisual, and computer hardware and software. Operate and train students in the use of online access to database and bibliographic utilities. Serve as the information specialist for faculty. Assist the faculty and the dean with research, continuing education programs, and conferences. Serve as library and information science bibliographer to the University Library. **QUALIFICATIONS:** Master's of library and information science from an accredited school. Previous experience as librarian information specialist, preferably in an academic library, and com-

**Dean  
School of Library and Information Studies  
University of California at Berkeley**

The University of California at Berkeley invites applications and nominations for the position of dean of the School of Library and Information Studies with tenured faculty status. The starting date is negotiable, but the target date is Jan. 1, 1990, or July 1, 1990.

The dean reports to the provost—professional schools and colleges, and provides academic and administrative leadership for graduate programs at the master's, post-master's, and doctoral levels, as well as for undergraduate programs. The school's instructional and research interests include information organization and retrieval, management and technology of libraries and other information organizations, bibliography, information systems, social and economic studies of information, management of information in organizations, and the history of publishing and printing.

A record of scholarly or scientific achievement in areas relevant to the interests of the school is required. The dean is expected to provide leadership within the school and to encourage and foster research programs. The dean must establish and maintain effective coordination and promotion of the school's programs in their interactions with other units on the Berkeley campus. Skill in maintaining relations with alumni and with public and private organizations employing the school's graduates is important.

Salary range: \$50,000–\$90,000 depending upon qualifications/experience.

**Applications and nominations should include a detailed resume and a list of references and should be received by Aug. 15.** Applications received after that date will be considered until the position is filled.

Applications and nominations should be sent to:

**K. Patricia Cross  
Search and Documentation Committee  
Office of the Provost  
Professional Schools and Colleges  
200 California Hall  
University of California  
Berkeley, CA 94720**

The University of California is an equal-opportunity, affirmative-action employer.

puter science background. Working knowledge of online information systems such as ALANET, BRS, Dialog, OCLC, and familiarity with audiovisual and microcomputer hardware/software (especially IBM-PC/XT and compatible, M300, Apple IIs, and Macintosh). Knowledge of UNIX, dBASE III Plus, and Framework III is preferable. Proven written and oral communication skills. **SALARY:** Grade 4; minimum \$20,000 and negotiable. Starting date: August 1989 or sooner. To apply, 1) send letter of application and resume; and 2) provide at least 3 current letters of reference or request references to be mailed to the school. The school will receive applications until a suitable candidate is found. **The above should be sent by July 15 to:** Mohammed M. Aman, Dean, **University of Wisconsin–Milwaukee, School of Library and Information Science, POB 413, Milwaukee, WI 53201; 414-229-4709.** The University of Wisconsin–Milwaukee is an equal-opportunity, affirmative-action employer and encourages minority, female, and handicapped applicants because a diverse campus environment is desirable and important to the educational process.

**Collection development and acquisition of library materials.** The UCLA Graduate School of Library and Information Science is seeking to make an appointment in the area of collection development and acquisition of library materials. The ideal candidate for this position would combine a technical services background with theoretical knowledge of the field. Applications are desired from persons with the doctorate in this area, or from persons about to receive one. The successful candidate will also have the opportunity to teach subjects in other areas. Rank and salary will depend upon record of experience and competence, with the following established range: Assistant Professor (\$32,400–\$42,600) on a 9-mo., academic-year basis. The date of appointment will be arranged between the candidate and the GSLIS. **Priority consideration will be given to applications received before May 15.** Inquire and

send resume with the names and addresses of 3 references to: Diana M. Thomas, Acting Dean, **Graduate School of Library and Information Science, University of California/Los Angeles, Los Angeles, CA 90024-1520.** The University of California is an equal-opportunity, affirmative-action employer and actively solicits applications from qualified minority candidates.

**Learning resources, library science.** The Department of Learning Resources at Western Illinois University invites applications for an Assistant Professor position in library science. **RESPONSIBILITIES INCLUDE** teaching undergraduate and graduate classes in library science technical courses, children's and young adult literature, and creative uses of material in the classroom. Emphasis is on school library media applications. Master's of library science degree (ALA-accredited). 30+ hrs. beyond the MLS preferred. Salary range \$21,000–\$26,000. Teaching experience in the public schools desirable. Submit materials to: Don Crawford, Chair, **Department of Learning Resources, Western Illinois University, Macomb, IL 61455; 309-298-1952.**

#### MUSIC LIBRARY

**Head, Music Library.** The Library System of the University of Puerto Rico, Rio Piedras Campus, seeks a Music Library director. Library holdings of 18,480 books and scores; 19,684 records. The staff consists of one librarian, 3 support staff, and student assistants. Qualifications: Accredited MLS, degree in music, 2 yrs. supervisory academic library experience, fully bilingual (English and Spanish). Minimum salary \$19,200. Tenure-track, academic status, excellent fringe benefits. Applications accepted until position is filled. Applicants should send letter of introduction, current resume, and 3 letters of recommendation to: Faculty Personnel Committee, **Library System, University of Puerto Rico, POB 23302, UPR Station, Rio Piedras, PR 00931-3302.**

**Music/AV catalog librarian** (search reopened). Responsible for a full range of cataloging functions, including classification, descriptive cataloging, and subject cataloging of music monographs, scores, and audiovisual materials. Revises the work of paraprofessionals working with contributed copy in the same subject area. **REQUIRED:** MLS from an ALA-accredited library school. **Preferred:** Subject master's in music; knowledge of one or more European languages; familiarity with AACR2, LC classification, and MARC formats; experience with OCLC or other online databases. Salary: Minimum \$19,000. Marriott Library has a collection of over 2 million volumes and is serviced by over 40 librarians and 250 staff members. The University of Utah is situated on a 1,500-acre campus in Salt Lake City and has over 23,000 students. Salt Lake City is situated in a dramatic mountain setting and offers an excellent quality of life. Hiking, camping, and river-running are available in both mountain and desert red-rock country in summer. Outstanding alpine and nordic skiing in winter. Cultural opportunities include symphony, ballet, modern dance, chamber music, opera, theater, and arts films. **Applications received by June 30 will be given first consideration;** applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references and/or Placement Bureau address to: Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

#### NETWORK

**Network administrator.** Clackamas County, near Portland, Oreg., is seeking an innovative individual to manage cooperative library network services for a multitype cooperative of 42 county, city, school, and special libraries. Must be able to oversee multiple computer site installations, negotiate and monitor computer contracts. A political sense and good public relations skills necessary. Will serve as liaison among city, county, school, and special libraries, the Network Library Board, and the county and the community. Increasingly responsible experience in a library and an MLS desirable. Salary \$26,760–\$40,128 depending on qualifications. Open until sufficient materials are received (mid-May likely). County application materials required. For information or application materials, contact: Nancy Drury, Personnel, **Clackamas County, 904 Main St., Oregon City, OR 97045; 503-655-8459.** EOE, AA.

#### PUBLIC LIBRARY

**Assistant director/children's librarian.** Dynamic librarian for rapidly developing public library. Excellent opportunity to gain administrative experience. ALA-MLS required. Must possess skills in collection development, reference, and programming. Enjoyment of people and reading essential. Good benefits. Salary in mid-\$20s. **Send letter of application and resume by May 31 to:** Laurel Goodgion, Library Director, **Portland Public Library, 20 Freestone Ave., Portland, CT 06480; 203-342-1841.** EOE.

**Children's services department head and children's librarian (2 positions)** for a county library system with a central library and 8 branches serving 230,000 residents. **Department head** is responsible for system-wide children's materials collection, and for planning and coordinating children's services systemwide. Department consists of 2 librarians and 6 FTE support staff. ALA-MLS required; several yrs. working experience in a public library children's department and supervisory experience highly desirable. Anticipated salary range, July 1, is \$25,245–\$35,671. **Children's librarian** is responsible for as-

pects of collection development and program development and presentation. ALA-MLS required. Anticipated salary range, July 1, is \$20,719-\$29,277. Excellent benefits. Applications accepted until positions are filled. Send resume and names and phone numbers of 3 work-related references to: Personnel Manager, **Kanawha County Public Library, 123 Capitol St., Charleston, WV 25301.**

**Children's/young adult librarian** needed in Southside Virginia to continue a strong, well-developed program of children's services in a new headquarters building serving a population of 19,000 in the city of Martinsville and 95,000 in the regional system. Duties include creatively programming weekly activities, readers' advisory, collection development, working with community groups. Should be able to work well with staff and public; be competent, reliable, flexible, and demonstrate common sense; have a sense of humor and be computer literate. Requires ALA-accredited MLS. Library experience desirable. Salary \$20,600 + \$500 relocation allowance. Applications will be accepted until position is filled. Contact: Betty M. Wooldridge, Director, **Blue Ridge Regional Library, 310 E. Church St., Martinsville, VA 24112; 703-632-7125.** EOE.

**Coordinator of cataloging (Coordinator of Major Library Activity I).** New position. Under the direction of the assistant director for technical services, this position is responsible for the management of the catalog department, including the following functions: copy cataloging, original cataloging, database management including authority control, retrospective conversion, and materials processing. It coordinates OCLC and NOTIS cataloging, original cataloging, and the processing of materials; is responsible for planning, development, review, and implementation of new services, procedures, and projects; for monitoring schedules and deadlines; for training, supervision, and evaluation of librarians and clerical staff; for maintaining records, preparing reports and statistical analyses. It prepares training materials and formulates quality and quantity standards. Applicants must have an MLS from an ALA-accredited library school; at least 5 yrs. progressively responsible professional cataloging experience in an automated environment, preferably OCLC and NOTIS; extensive knowledge of AACR2 and all MARC

formats. Demonstrated leadership skills and success in dealing effectively with a variety of personalities and classifications; excellent organizational, supervisory, and decision-making abilities; and active participation in professional activities are critical. Salary \$32,000-\$35,200. Fringe benefits. Send resume to: Margaret LaRose, Associate Director for Library Personnel, **Detroit Public Library, 5201 Woodward Ave., Detroit, MI 48202.** EEO employer.

**Department head, children's services.** Mount Prospect Public Library is seeking a children's librarian, department head. **MAJOR RESPONSIBILITIES INCLUDE** supervision, training, and evaluation of children's department staff; planning and implementation of complete program of services to children, their parents, and others serving children; collection development. As department head, serves as member of management team involved in library planning and development. **POSITION REQUIRES** the MLS degree with demonstrated management experience and at least 5 yrs. experience in working with children. If you enjoy working in a team environment in a modern library facility where staff and board are committed to excellence in the provision of library service, your serious consideration of this position is solicited. Minimum salary \$26,000. **Applications will be accepted until June 9.** Interviews can be arranged during the ALA Annual Conference June 23-27. Letter of application and resume should be sent to: Patricia A. Kelly, Executive Director, **Mount Prospect Public Library, 10 S. Emerson St., Mount Prospect, IL 60056.**

**Director** for outstanding 3-co. public library system located in northern Alabama. FY89 budget \$820,000, 6 branches, CLSI system, serving a population of 182,000. **REQUIRES** ALA-accredited MLS and 5 yrs. increasingly responsible public library experience. Applicants should be community-oriented with strong fiscal and administrative abilities. Minimum salary \$31,000 plus benefits. Send resume and 3 references to: Katherine Thompson, Search Committee, **Wheeler Basin Regional Library, Box 1766, Decatur, AL 35602.**

**Director of public services.** Topeka (Kans.) Public Library invites applications for the position of director of public services. The

## Management Librarian for Wisconsin Regional Library

The City of Milwaukee seeks an individual to be responsible for the operation and management of the Wisconsin Regional Library for the Blind and Physically Handicapped. **REQUIREMENTS INCLUDE:** MLS, 5 yrs. professional librarian experience, good oral communication and interpersonal skills, and residence in the City of Milwaukee within 6 mos. of appointment. Salary \$31,235-\$43,727. Send resume, or contact for more information: **Sharon Rogers, City of Milwaukee Personnel, Box ML, Room 706, City Hall, 200 E. Wells St., Milwaukee, WI 53202-3554; 414-278-2029.**

An EEO, AA employer

successful applicant will be responsible for coordinating the diverse activities of the following public service units: adult services (reference, readers' assistance, periodicals, etc.), children's services, special collections (genealogy, local history, rare books), fine arts and gallery of fine arts. **RESPONSIBILITIES INCLUDE:** providing leadership in the formulation and implementation of public service goals, policies, and projects; advocating the needs of public service units to the library administration; working cooperatively with other members of the library staff to strengthen library services and collections. **REQUIREMENTS:** An ALA-accredited MLS plus 5 yrs. progressively responsible administrative experience in public libraries. **Preferred:** Strong service orientation and sensitivity to the information needs of the community; demonstrated ability to communicate effectively and work cooperatively with colleagues and patrons, good analytical and organizational skills, and familiarity with current library technology. **SALARY:** Beginning salary \$30,000, excellent benefits. **Applications accepted until June 15.** **APPLICATION PROCEDURE:** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Thomas J. Muth, Deputy Director, **Topeka Public Library, 1515 W. 10th St., Topeka, KS 66604.** Screening interviews can be arranged during ALA Dallas. Topeka Public Library is an equal-opportunity employer.

**Director,** Screven-Jenkins Regional Library; new headquarters bldg. near Savannah and Ga.-S.C. beaches. ALA-MLS, minimum 5 yrs. experience—some administrative. Supervise 2 professionals, 5.5 FTE nonprofessionals. Hiring range \$29,419-\$36,024. Open June 1. Resume and 3 references to: Board Chair, **Screven-Jenkins Regional Library, 302 E. Ogeechee St., Sylvania, GA 30467.**

**Director,** suburban public library, Dayton, Ohio, area. Residential community of 10,000 with extensive service area. ALA-MLS required. Minimum 3 yrs. administrative experience. Articulate progressive professional responsible for all activities including planning, budgeting, personnel, automation, building programs, public relations. 619,773 circulation, 27 FTE, \$1 million budget. Salary negotiable from \$35,000. Benefits. **Application deadline June 30.** For job description, write: Search Committee, **Wright Memorial Public Library, POB 98, Wright Brothers Station, Dayton, OH 45409.**

**Head of children's services.** Jefferson-Madison Regional Library is seeking an individual to supervise and manage the children's services department of the central library in Charlottesville, Va., and to coordinate children's and young adult services regionwide in

## NETWORK

### Executive Director

The AMIGOS Bibliographic Council, Inc., is seeking an executive director to provide dynamic leadership throughout several southwestern states. Headquartered in Dallas, this organization provides high technology education and services to libraries internationally. Its annual budget exceeds \$11 million. The executive director is the CEO and reports to the Board of Trustees.

**QUALIFICATIONS:** 5 yrs. senior administrative experience and excellent interpersonal communication skills are required. It is preferred that applicants have knowledge of current library/information trends and issues. An ALA-MLS degree is desirable.

**Applications will be evaluated from June 1 until position is filled.** The starting date is Oct. 1. Salary: \$70,000 minimum. Send applications to:

**Donald E. Riggs, Chair**  
**Executive Director Search Committee**  
**AMIGOS Bibliographic Council, Inc.**  
**11300 N. Central Expressway, Suite 321**  
**Dallas, TX 75243**



"Library Resource Sharing Through Automation"

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**Librarian**  
**Library of Congress**  
**Administrative Librarian**  
**(Assistant Chief, Collections Management Division)**  
**GS-14 • \$48,592-\$63,172**

The Library of Congress is seeking candidates for the position of assistant chief, collections management division. Under the general direction of the chief, the assistant chief plans for, coordinates, analyzes, evaluates, reports, and makes recommendations on a broad range of programs, activities, and operations of the collections management division. The division is involved in a wide range of programs including: mass deacidification of the collections; planning for a secondary storage facility; resystemization; renovation/restoration; and automation.

Qualified candidates will possess professional experience in managing, preserving, processing, or providing reference service for a large library collection which demonstrates effective supervisory and administrative skills and includes at least one year at a level comparable to GS-13. Qualification requirements and application procedures are stated in full in Library of Congress Vacancy Announcement #90183. For information on the announcement and forms, call 202-707-5620. To apply, submit Standard Form #171 no later than May 22 to: Library of Congress Employment Office, Rm. LM-107, 101 Independence Ave. S.E., Washington, DC 20540.

The Library of Congress is an equal-opportunity employer.

6 branches. Position requires a talented, creative, well-organized, dynamic individual to serve as a member of our management team. Good management skills are required as system is involved in long-range planning. Jefferson-Madison Regional Library is a medium-sized library system in beautiful central Va., serving 142,000, fully automated, with a deep commitment to children's services. Starting salary range \$23,674-\$31,838, depending on experience and training. ALA-accredited MLS is required. **Send resume and cover letter by June 1 to:** DonnaLee Grossman, Personnel Administration, Jefferson-Madison Regional Library, 201 E. Market St., Charlottesville, VA 22901.

**Head, reference and information services.** Jefferson-Madison Regional Library is seeking an individual to supervise and manage the reference and information services department of the central library in Charlottesville, Va., and to coordinate reference, interlibrary loans, and all aspects of information services systemwide, including training of branch staff. Strong management skills required as system is involved in long-range planning. Member of management team with fully automated library. Jefferson-Madison Regional Library is a medium-sized library system in beautiful central Va., serving 142,000, fully automated, and committed to resource sharing in the region and state. Starting salary range \$23,674-\$31,838, depending on experience and training. ALA-accredited MLS is required. **Send resume and cover letter by June 1 to:** DonnaLee Grossman, Personnel Administration, Jefferson-Madison Regional Library, 201 E. Market St., Charlottesville, VA 22901.

**Librarian I, cataloger.** Opportunity for service-oriented professional to share and further develop technical skills in an online environment. Performs original & OCLC copy cataloging for monographs, serials, & AV materials using Dewey classification and LC subject headings; participates in authority control and quality control for online catalog (DRA system); assists with mini- and micro-computer operations; occasional reference responsibilities. Requires knowledge of LC MARC formats, AACR2, authority control, OCLC or other utility, classification systems theory and practice, & public library function & operations. Good communication & interpersonal skills required, broad educational background, some computer skills, and reading knowledge of a foreign language. Schedule can be flexible but will include weekend, evening, and/or early morning hours. Salary: \$18,319-\$20,197 upon initial hire; excellent benefits. Location: medium-sized city in foothills of Blue Ridge Mountains. Good weather;

moderate cost of living; easy access to Atlanta, Ga., and Charlotte, S.C., beaches. ALA-accredited MLS required; experience desirable. Send resume & references to: Carolyn Hall, Greenville County Library, 300 College St., Greenville, SC 29601. AA, EEO employer.

**Librarian II, systems administrator/head of technical services.** Longmont (Colo.) Public Library (near Boulder Denver). Responsible for all automated operations of the library and management of technical services personnel, operations, and equipment. Possibly some collection development and reference desk hours. MLS plus 2 yrs.' professional experience required. Candidate with supervisory experience, knowledge of Dynix and OCLC preferred. Hiring range \$2,189-\$2,613 per mo. **City application, resume, and 3 references must be postmarked or received by June 9.** Send to: Personnel Office, Civic Center Complex, Longmont, CO 80501. For more information call 303-651-8609. EOE.

**Library director.** Clackamas County Library, near Portland, Oreg., is seeking a creative, dynamic director for 4-county branch library, plus an innovative storefront library. Serves county population of 260,000 including urban and rural areas. Budget: \$825,000; employees: 35; collection: 100,000 volumes. Will plan, coordinate, and implement patron services, including possible branch relocations. Will also supervise staff, prepare annual budget, supervise acquisitions, develop policies, and initiate grant proposals. Must demonstrate increasingly responsible experience in community or public library administration. MLS required. Salary \$26,760-\$40,128 depending on qualifications. Open until sufficient applications are received (mid-May likely). County application materials required. For information or application materials, contact: Nancy Drury, Personnel, Clackamas County, 904 Main St., Oregon City, OR 97045; 503-655-8459. EOE, AA.

**Library director.** Jackson (Mich.) District Library. The library system encompasses an updated historic Carnegie main library, 12 branches, and a media/administration center. The system serves the city and all residents of Jackson County (pop. 144,450). Operating budget is in excess of \$2 million and the system employs 95. Circulation of books, films, video, and audio is 860,000 (1988). Numerous capital improvements and grants to administer over the next year, approximately \$150,000. MLS from ALA-accredited school and 8 yrs.' senior-level management experience required. Will consider assistant director from a larger system. Successful candidate will demonstrate experience with automation, ability to provide innovative services, and

superior skills in communication with public officials, board of trustees, staff, and community. Position requires public and professional relations in an ever-challenging and rewarding library system. Salary range from the mid-\$40s. **Send letter of application, resume, and references by May 20 to:** Search Committee, Jackson District Library, 244 W. Michigan Ave., Jackson, MI 49201. Affirmative-action, equal-opportunity employer.

**Library director.** Lead the dynamic management team of the Euclid Public Library. Responsible to 7-member board for the total operation consisting of our main library, 2 branches, and 8 school libraries. 1989 budget \$2.3 million; 1988 circulation 690,000; 106 employees, 85 FTEs; 300,000 volumes; DRA-based integrated system; union representation. Euclid is along Lake Erie, next to Cleveland, and offers a multitude of recreational, cultural, and educational opportunities. Salary: from \$40,000 dependent upon qualifications; benefit package. ALA-accredited MLS and extensive, broad administrative and supervisory experience required. **Deadline is May 31.** Please send letter of application, resume, and contact information for 3 current references to: Robert L. Holloway, Chair, Search Committee, Euclid Public Library, 631 E. 222 St., Euclid, OH 44123. Prearranged interviews can be held at ALA Dallas. Equal-opportunity employer.

**Library director.** The trustees of the Medford Public Library are seeking applications for the position of library director. **MINIMUM QUALIFICATIONS INCLUDE:** MLS, 7-10 yrs.' public library experience with increasing levels of administrative responsibilities. Working with the board and staff, the ideal candidate will have the ability to establish a vision and mission for community library service; and will have demonstrated strengths in leadership, strategic planning, community outreach and public relations, and management of volunteers and auxiliary groups. Position available immediately. Present salary range of \$36,000-\$41,000 is currently under review for FY 1990. **Please send cover letter, resume, and references no later than June 1 to:** Trustee Search Committee, Medford Public Library, POB 66, West Medford, MA 02156. Preliminary screening will be conducted in confidence if so requested by the applicant. The City of Medford is an equal-opportunity employer.

**Public services librarian** for 4-county library system serving population of 64,000. Coordinates public services for all ages regionwide and administers public services at headquarters. Wide variety of duties, including children's services, reference, circulation, collection development, planning, training, supervising staff of 3. ALA-accredited MLS required; children's and supervisory experience highly desirable. Salary minimum \$24,595; excellent benefits. Near beautiful Callaway Gardens; 70 miles from Atlanta. Send letter, resume, and list of 3 references to: Lyn Hopper, Director, Pine Mountain Regional Library System, POB 709, Manchester, GA 31816. EOE.

**Reference librarian,** public library. Responsibilities include general reference service, collection development, database searching, 35-hour week. Liberal fringe benefits. Salary range: \$19,595-\$23,729. **REQUIRED:** MLS, civil service test, city residency. Send resume, including references, to: Assistant Director, Trenton Public Library, POB 2448, 120 Academy St., Trenton, NJ 08607-2448.

**Reference librarian,** Rochester, Minn. Search reopened. Public library seeks user-oriented person as 6th member of reference team. 20 hrs. weekly at public information desk. Assists in collection building, database searching, and other tasks/projects. One evening/week, one Saturday/mo. ALA-MLS required, some reference experience in a public library preferred. Knowledge of Dialog and OCLC useful. Start-

## SALES

### Library Book Dealer

*Library Services Representative.* Challenging growth position for a self-motivated person with one or more yrs. library experience, preferably acquisitions. Responsible for visiting library customers (about 40% travel), sales, marketing, and customer service. Great benefits, car, bonus, salary high \$20s-low \$30s. Send resume to: **President, Scholarly Book Center, 451 Greenwich, New York, NY 10013-1711.**

EOE

ing salary \$22,047-\$23,149. **Send application letter, resume, and names of 3 references by May 31 to: Personnel Department, City Hall, Rm. 107, 224 First Ave. S.W., Rochester, MN 55902.** EOE.

**Reference librarian.** Salina Public Library has an immediate opening for a reference librarian to provide general reference and information service in a service-oriented library serving 50,000 people in a culturally progressive city in central Kansas. The successful applicant will have excellent communication skills, experience or training with online database searching, and a desire to serve and work with people. Starting salary \$18,500-\$20,900. Position open until filled. Send a letter of application, resume, and 3 references to: Joe McKenzie, Director, **Salina Public Library, POB 680, Salina, KS 67402.**

**Reference librarians.** Jefferson County Public Library. Rapidly growing, highly automated library system needs 2 bright, service-oriented, **entry-level** reference librarians for its largest branch, now under construction. Jefferson County is nicely situated adjacent to the Denver metro area toward the mountains. MLS required. Annual salary: \$18,732 for 35 h.p.w. plus excellent benefits. A Jefferson County application form must accompany resume. **Apply by June 1 to: Jefferson County Personnel Department, 1801 19th, Golden, CO 80204; 303-277-8676.**

**Technical services librarian** in a thriving, automated public library serving a state university community of 55,000 located 90 miles from Minneapolis-St. Paul. VTLS circulation, statistics, authority control subsystems in place; online catalog imminent. Library holds 235,000 items and is the resource library for a 10-county system. **DUTIES INCLUDE:** supervising technical services unit of 5.3 FTEs; original and complex copy cataloging of adult printed and audiovisual materials using OCLC, Dewey classifications, and LC subject headings; maintaining online authority records; selecting materials in assigned categories; and assisting in adult reference department. Reports to department head of support services. **REQUIRED:** ALA-accredited MLS; cataloging experience with OCLC, Dewey, and LC subject headings; outstanding demonstrated supervisory and communication skills. **Desirable:** Experience with integrated library systems; knowledge of intellectual freedom theory and practice; awareness of new technologies and ability to participate in professional life of area and state. Salary range: \$24,000-\$32,000. Position available July 1. **Send letter of application, resume, transcripts, and names and phone numbers of 3 current references by May 30 to: Administrative Assistant, L. E. Phillips Memorial Public Library, 400 Eau Claire St., Eau Claire, WI 54701.** AA, EEO employer.

**Technical services librarian.** Search reopened for ALA-accredited MLS to administer technical and computer services for rapidly

## SPECIAL LIBRARY



### Archivist

**\$2,387-\$2,732/month**

The County of Orange seeks an experienced Archivist to plan, organize and direct the County Archives Program, evaluate documents for historical significance, provide public access to government records, and provide training in archival procedures. Education and/or experience required. Excellent benefits.

Call for information and a mailed application (resumes cannot be accepted) or pick up materials in person. Final filing date, 5/17/89.

**(714) 834-2844**  
**COUNTY OF ORANGE**  
Personnel Department  
10 Civic Center Plaza  
Santa Ana, CA 92701  
Affirm. Action Empl M/F  
PRINCIPALS ONLY

growing, resort-area county library. Will plan and oversee technical services functions including acquisitions, cataloging, processing, retrospective conversion. Will plan, coordinate, and oversee library computerization including network microcomputers, public access micros, and turnkey system installation. 2 yrs. bibliographic utility experience, AACR2 competence, library automation experience, and microcomputer competence preferred. Salary \$22,519. **By May 31, apply to: Horry County Personnel Department, County Complex Bldg., Conway, SC 29526.**

**Utility outfielder.** We won't pay less than \$16,000, but we don't presume to ask for a lot of experience or expertise for this lousy money. If you show us some credentials, we can dig up more cash. The Bristol Tenn./Va. Public Library is in a growth program right now. You will be in on the ground floor and we need somebody willing to learn our way and help us get what we want. An ALA-accredited master's degree is essential. Computer experience couldn't hurt. Reference knowledge would be a lot of help. Willingness to work with children might be nice. Experience is a plus, but not essential. Send us a sales presentation on yourself and a couple of personal or professional references. The job is open July 1. Send your stuff to: Personnel Committee, **Bristol Public Library, 701 Goode St., Bristol, VA 24201.** Want to talk? Call us at 703-669-9444.

## STATE AGENCY

**Automation consultant.** Fertile ground for creativity and growth. Has major responsibility for statewide development, implementation, & evaluation of automation & telecommunica-

tions plans. Consults with & assists individuals & groups of library directors, trustees, & staff in planning for and implementation of automated library and telecommunications systems. Requires experience with current, and knowledge of developing, automation applications for all areas of library management and services; proven skill in communications, human relations, and project management; initiative, inspiration, humor, and ability to work independently and as a team member. Beginning salary range: \$25,690-\$28,330 + state benefits. **Application deadline: May 22.** For application form, contact: Ann Joslin, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2153.** Equal-opportunity employer.

**LSCA coordinator,** South Carolina State Library. New position available July 1 in library development division. Provides opportunity to work with experienced, affable staff at beautiful state library facility in downtown Columbia. **RESPONSIBILITIES WILL INCLUDE** coordinating the preparation and documentation of South Carolina's LSCA program (long-range plan, annual program, annual evaluation) and assisting with the monitoring and implementation of local projects. Tasks will also include, but not be limited to, special assignments such as preparation of special reports and surveys; compilation of statistics; and the collection, analysis, and reporting of data for library development. Some travel required, primarily in-state. **MINIMUM REQUIREMENTS:** ALA-accredited MLS degree; driver's license. Strong communication skills and organizational ability essential. Some public library experience desirable. Salary range: \$20,846-\$31,269; hiring range \$20,846-\$21,888. Excellent fringe benefits. **Deadline for applications: June 1.** Send resume, transcripts, and references to: **Personnel Department, South Carolina State Library, POB 11469, Columbia, SC 29211.** An EO, AA employer.

**Technology officer,** Montana State Library. **DUTIES:** Development of technology guidelines in Montana libraries, training, consultation, participation in studies and in-house technology development. **REQUIREMENTS:** BA in computer science, library science, business administration, or related field; 4 yrs. experience with automated reporting and information systems; 2 yrs. library experience. Annual salary up to \$25,253. Position is grant-funded and employment is guaranteed through Sept. 30, 1990. Applications to include a State of Montana application #PD-25, resume, and detailed description of an automated project for which you have been responsible. **Return these by 5 pm, May 10, to: Mary Jane West, Montana State Library, 1515 E. Sixth Ave., Helena, MT 59620.** Application forms can be obtained by calling the state library at 406-444-3115. EEO, AA employer.

## VENDOR/UTILITY

**Technical consultant.** Brodart Automation, a division of Brodart Co., is seeking professional librarians looking for a challenge. Due to expansion, we are accepting resumes for the position of technical consultant. **RESPONSIBILITIES INCLUDE:** management of specific customer-related automation projects, development of technical specifications for systems and programming, on-site training and consultations to customers, and technical support to all segments of the division. This position requires 10% travel throughout North America. **QUALIFICATIONS:** MLS from an ALA-accredited institution, 2 yrs. experience in an automated environment, and excellent communication skills (verbal and written). Salary range: \$23,000-\$27,000 plus excellent benefits. Permanent location will be Williamsport, Pa. Please submit resume to: Director, Human Resources, **Brodart Co., 500 Arch St., Williamsport, PA 17705.**

# CONSUMER CLASSIES

## FOR SALE

**1988 BOOKMOBILE FOR SALE OR LEASE.** GMC Step Van—Style. 454 V-8 gas engine with automatic transmission plus all options. Approximate capacity of 2,000 books, 14'6" behind driver; 23' overall length. Air conditioned and heated. Call or write: Ohio Bus Sales, Inc., POB 6210, Canton, OH 44706; 800-362-9592 (in Ohio) or 800-822-2083 (nationwide).

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## WANTED

**WANTED TO BUY: 2 DEMCO CHARGING MACHINES.** Contact: Velve Lebo, Head of Circulation, Spahr Library, Dickinson College, Carlisle, PA 17013; 717-245-1393.

**PURCHASING.** Geology, Hydrology, Paleontology. Singles or complete sections. Albert G. Clegg, Bookseller, POB 306, Eaton Rapids, MI 48827; 517-663-8428.

**WANTED: OLD LIB. FURNITURE,** c. 1900-1950. Laura Skoning, 312-787-5096.

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**PERIODICALS** bought and sold. J.S. Canner & Co., 10 Charles St., Needham Heights, MA 02194.

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**AN IMPORTANT BLACK BOOK: THE BLACK RESOURCE GUIDE.** New 1988-89 edition (cloth). A National Black Directory that gives you immediate access to key blacks in the U.S. Features over 3,000 nationally known public figures and organizations. To order, send \$40 to: *Black Resource Guide*, 501 Oneida Pl. N.W., Washington, DC 20011; 202-291-4373.

# DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

## May

**15-19:** MUMPS Users' Group annual mtg., Seattle, Wash. Info.: MUMPS' Users Group, 4321 Hartwick Rd., Suite 100, College Park, MD 20740 (301-779-6555).

**16-18:** Pittsburgh Reg'l. Lib. Ctr. (PRLC) spring conf., Wilson Lodge at Oglebay, Wheeling, W.Va. Theme, "Management of Technology: Challenge of the '90s." Info.: Beatty Hall, PRLC, Chatham Col., Pittsburgh, PA 15232 (412-441-6409).

**17:** Simmons Col./GSLIS Alumni Assn. annual alumni day, Boston, Mass. Theme, "The Electronic Erosion of Democracy: Access Issues for Tomorrow." Info.: R. Chamberlain, Reg'l. Admin., Central Mass. Reg'l. Lib. System, Salem Sq., Worcester 01608 (508-799-1654).

**18:** *Programming for the Elderly* wkshp., Newport, Wash. Spons., Wash. State Lib. Fee, \$40. Adv. regis. req'd. Info.: Continuing Lib. Ed., U. Wash., FM-30, Seattle 98195 (206-543-1889).

**18-20:** Society of S.W. Archivists annual mtg., Santa Fe, N.Mex. Info.: R. Martin, Asst. Dir. of Libs. for Special Collections, Hill Mem'l. Lib., La. State U., Baton Rouge, LA 70803-3300.

**19:** *Kaleidoscope—Variations of Youth Services* prog., Holiday Inn/Airport, Rochester, N.Y. Spons., N.Y. LA/Youth Services Section. Fee, \$45. Info.: D. Mancuso, 23 Valley View Dr., Brockport 14220 (212-227-8032).

**19:** *First Annual Alex Ladenson Lecture*, Chicago (Ill.) Pub. Lib. Cultural Ctr., 78 E. Washington St. F. William Summers, Fla. State U. SLIS dean & ALA Pres., to speak. Theme, "Urban Libs.: Commitment Now for the Future." Info.: Admin. Offices, Chicago Pub. Lib., 1224 W. Van Buren, 60607 (312-738-7600).

**22:** *Young Adult Services in Pub. Libs.* wkshp., Chicago Pub. Lib. Cultural Ctr., 78 E. Washington St. Spons., Chicago Pub. Lib. No fee. Info.: L. D'Urso, CPL, 1224 W. Van Buren, 60607 (312-738-7793).

**25:** Assn. of Jewish Libs./N.Y. Metro Area Chap. semi-annual conf., Nat'l. Jewish Archive of Broadcasting, Jewish Museum, New York, N.Y. Info.: E. Nussbaum, Ramaz Upper School Lib., 60 E. 78th St., 10021 (212-517-5955 x336).

**25:** *Census: Info. You Can Count On* ref. wkshp., Rosary Col., River Forest, Ill. Spons., Rosary Col. Fee, \$3. Info.: M. Fitzpatrick (312-423-0843).

**25:** *Telefacsimile for Libs.* wkshp., Erie Community Col., South Campus, 4140 Southwestern Blvd., Orchard Park, N.Y. Spons., Western N.Y. Lib. Resources Council. Fee, \$9.45. Regis. deadline, May 18. Enrollment limited to 150. Info.: WNYLRC, 180 Oak St., Buffalo 14203 (716-852-3844).

## June

**2:** *Collection Management Institute*, Brooklyn, N.Y. Also on June 9. Spons., N.Y. Metro

## COMING UP

### ALA Annual Conference

Dallas, TX June 24-29, 1989  
Chicago, IL June 23-28, 1990

### IFLA Annual Conference

Aug. 19-25, 1989 Paris, France  
Aug. 18-24, 1990 Stockholm, Sweden

### AASL National Conference

Salt Lake City, UT Oct. 19-22, 1989

**Executive Board** Nov. 1-2, 1989

### ALA Midwinter Meeting

Chicago, IL Jan. 6-11, 1990

**National Lib. Week** April 22-28, 1990

### PLA National Conference

San Diego, CA March 20-23, 1991

### ACRL National Conference

Phoenix, AZ April 1-4, 1992

Ref. & Research Lib. Agency (METRO). Info.: METRO, 57 Willoughby St., 11201 (718-852-8700).

**6:** *Project Management: Concepts & Appls.* prog., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS/CE. Fee, \$125. Enrollment limited. Info.: M. Chen (416-978-7111) or M. Cariou (416-978-4666), Office of CE, FLIS, U. Toronto, 140 St. George St., M5S 1A1, Canada.

**6-9:** *Analytical Skills Institute*, Detroit, Mich. Spons., Assn. of Research Libs./Office of Management Services. Info.: M. Seales, OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

**9:** *More Skills in Online Searching: Using Microcomputers for Accessing Online Files, Downloading, & Editing Search Results* wkshp., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS. Fee, \$145. Enrollment limited. Info.: See June 6.

**11-24:** *Libs. in Correctional Institutions* prog., CLIS, U. S.C., Columbia. Spons., U. S.C./CLIS. Info.: L. Lucas, Prof., CLIS, U. S.C., 29208 (803-777-3858).

**12-16:** *Labor Relations in Libs.* wkshp., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS. Fee, \$500. Enrollment limited. Info.: See June 6.

**12-23:** Georgia Archives Institute, Atlanta. Cospons., Atlanta U./SLIS; Ga. Dept. of Archives & History; Jimmy Carter Lib. Theme, "An Intro. to Archival Admin." Fee, \$375. Info.: A. Lawson, SLIS, Atlanta U., 30314 (404-653-8698).

**13:** *Strategies 2000: Anticipating & Coping w/ Change*, Los Angeles, Calif. Also on June 15 in Sacramento, Calif. Spons., Calif. State Lib. Fee, \$30. Info.: G. Bennetsen, Metro. Coop. Lib. System, 2235 N. Lake Ave., Suite 106, Altadena 91001 or G. McGovern (916-322-0369).

**13-14:** *Storytelling* prog., Metcalf Jr. H.S., Mankato, Minn. Spons., Mankato (Minn.)

State U./Lib. Media Ed. Info.: Lib. Media Ed., Mankato State U., Box 20, 56002 (507-389-1965 or 800-722-0544).

**13-16:** Assn. of Christian Lns. annual conf., Multnomah School of the Bible, Portland, Oreg. Theme, "Lns. as Pioneers: Publishing, Producing, & Preserving." Info.: L. Brock, Exec. Secy., Assn. of Christian Lns., Box 4, Cedarville, OH 45314 (513-766-2211).

**14-16:** *What's New in Books for Teens: Issues & Mat'ls.* wkshp., Main Lib., U. Ia., Iowa City. Spons., U. Ia./SLIS. One semester hr. available. Fee, \$121. Info.: E. Bloesch, SLIS, U. Ia., 3087 Lib., Iowa City 52242 (319-335-5707).

**14-18:** Assn. for Ed'l. Communication & Technology/Region 6 leadership development conf., Saint Mary's Col., Winona, Minn. Info.: J. Gadick, 403 S. Wisconsin Dr., Howards Grove, WI 53083.

DATEBOOK continued on next page.

## ADVERTISEMENTS

### RATES FOR ADVERTISEMENTS

**Nonprofit organizations:** Line-by-line format, \$6/line; ALA organizational members, \$4.50/line. **Display format**, \$60/column inch; \$45/column inch to nonprofit ALA organizational members.

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## RMG CONSULTANTS, INC.

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**15-16:** *Picture Books* prog., Metcalf Jr. H.S., Mankato, Minn. Details: See June 13-14.

**18-21:** Amer. Assn. of Law Libs. annual conf., Reno, Nev. Info.: AALL, 53 W. Jackson Blvd., Chicago, IL 60604 (312-939-4764).

**18-21:** Assn. of Jewish Libs. annual conf., Capitol Hill Quality Inn, Washington, D.C. Theme, "Capitol Jewish Resources." Info.: R. Frank, 2500 Que St. N.W. #413, 20007.

**18-22:** Amer. Assn. of Museums annual mtg., New Orleans, La. Info.: M. McCarthy, Dir. of Mtgs. & CE, AAM, POB 33399, Washington, DC 20053 (202-289-1818).

**18-25:** Annual Institute of Publishing & Writing, Vassar Col., Poughkeepsie, N.Y. Theme, "Children's Books in the Marketplace." Fee, \$590. *Regis. deadline, May 22.* Info.: Institute of Publishing & Writing, Vassar Col., Box 300, 12601.

**19-22:** Amer. Theological LA annual conf., Columbus, Ohio. Info.: Rev. S. Daly, O.S.B., Exec. Secy., ATLA, c/o Saint Meinard School of Theology, Archabbey Lib., Saint Meinard, IN 47577 (812-357-6718).

**20-21:** *Int'l. Conf. on Lib. Class. & Its Functions*, Edmonton, Alta. Spons., U. Alta./FLIS/Univ. Libs. Fee, \$110. Info.: Fac. of Extension, U. Alta., T6C 2G4, Canada (403-432-3037).

**20-29:** *Technology of the Medieval Book* annual seminar & wkshp., Santa, Ida. Info.: J. Thompson, 7549 N. Fenwick, Portland, OR 97217.

**22-23:** *Children's Lit.: Int'l. Perspective* prog., Metcalf Jr. H.S., Mankato, Minn. Details: See June 13-14.

**22-24:** Pacific N.W. Assn. of Church Libs. annual conf., Columbia Christian Col., Portland, Ore. Info.: S. Reiver, 3032 S.E. Laurelwood Dr., Milwaukee 97222 (503-659-5457).

**22-25:** Canadian LA annual conf., Edmonton, Alta. Theme, "Choice Making, Risk Taking." Info.: T. Tomchyshyn, Dir., Prof. Development, CLA, 200 Elgin St., Suite 602, Ottawa, Ont. K2P 1L5, Canada (613-232-9625).

**26-July 14:** *Me & My Shadow* symposium, Boston, Mass. Spons., Simmons Col./Ctr. for the Study of Children's Lit. Info.: Ctr. for the Study of Children's Lit., Simmons Col., 300 The Fenway, 02115 (617-738-2258).

## July

**3-7 or 10-14:** *Rare Book School 1989*, SLS, Columbia U., New York, N.Y. Spons., Columbia U./SLS. Fee, \$435 per week. Info.: Rare Book School, SLS, Columbia U., 516 Butler Lib., 10027 (212-854-4734).

**4-7:** Institute of Info. Scientists annual conf., Harrogate, London, U.K. Theme, "The Legal Dimensions of Info." Fee, £265. Info.: Institute of Info. Scientists, 44 Museum St., London WC1A 1LY, U.K. (01-831-8003).

**10-14:** *Wkshp. on Lib. Preservation Techniques*. Also on July 24-28. Details: See *AL*, April, p. 337.

## Presenter Alert

Your input on computer education is sought by the International Federation for Information Processing (IFIP), which sponsors its Fifth World Conference in Computer Education July 9-13, 1990, in Sydney, Australia.

Conference topics will include: informatics education; research on educational applications of information technologies; advanced curriculum projects; vocational education and training; and distance learning.

Organizers will consider all papers received by Oct. 1. Send 5 copies, with an abstract, suggested keywords for indexing, and a written assurance of the paper's exclusive submission to IFIP to: **WCEE/90 Program Chair, POB 319, Darlinghurst, NSW 2010, Australia.**

**15:** *Genealogy: An Info. Challenge* prog., U. Mo.-Columbia. Spons., U. Mo.-Columbia/Continuing Lib. Ed. .6 CEUs available. Fee, \$55. *Regis. deadline, June 30.* Info.: Continuing Lib. Ed., U. Mo.-Columbia, 348 Hearnest Ctr., 65211 (314-882-2429).

**17-21:** *Me & My Shadow* institute, Boston, Mass. Spons., Simmons Col./Ctr. for the Study of Children's Lit. Info.: See June 26-July 14.

**18-21:** Annual Cranfield Institute of Technology conf., Cranfield, U.K. Cospons., British Lib./R&D Dept.; U. Pittsburgh/SLIS. Theme, "Info. Technology & the Research Process." *Regis. deadline, May 15.* Info.: K. Merry, R&D Dept., British Lib., 2 Sheraton St., London W1V 4BH, U.K. (01-323-7111; Fax: 44-01-323-7251).

**31-Aug. 11:** *Annual Institute on Federal Lib. Resources*, SLIS, Catholic U. of America, Washington, D.C. Spons., CUA/SLIS. Info.: SLIS, CUA, 20064 (202-635-5085).

## August

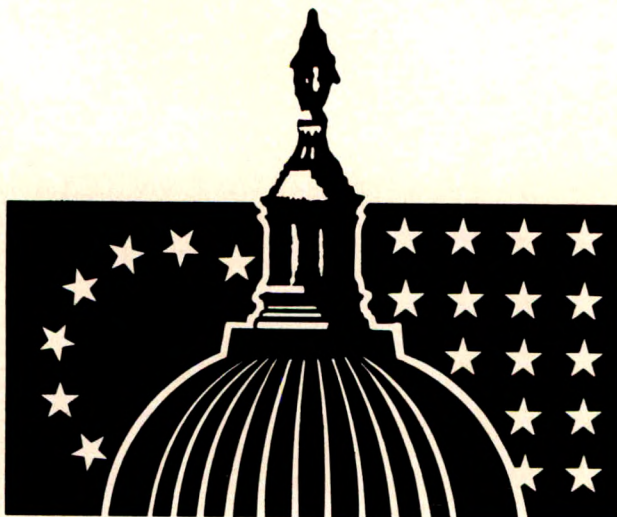
**6-11:** *Annual Out-of-Print & Antiquarian Book Market Seminar*, Driscoll U. Ctr., U. Denver, Colo. Spons., Book Seminars. 3 CEUs available. Fee, \$495. *Enrollment limited.* Info.: M. Giggin, Book Seminars, 4024 N.W. 15th St., Gainesville, FL 32605 (904-378-8144).

**6-11:** Third Asian Pacific Special & Law Lns. conf., Adelaide (Australia) Conv. Ctr. Info.: Ellisservice Conv. Management (08-332-4068).

**31-Sept. 2:** *Nothing to Read?: The Crisis of Document Provision in the Third World* int'l. conf., Westhill Col., Selly Oak, Birmingham, U.K. Spons., (British) LA/Int'l. & Comparative Lnshp. Group. Fee, £90. Info.: Int'l. & Comparative Lnshp. Group, (British) LA, 25 Bromford Gardens, Westfield Rd., Birmingham B15 3XD, U.K.

## September

**5-8:** *Markets for Books & Mss.: The Trade in Antiquarian Mat'ls., Past & Present* conf., Cambridge (U.K.) U. Spons., ALA/Assn. of Col. & Research Libs.(ACRL)/Rare Books & Mss. Section. Info.: M. Davis, ACRL, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x287).



*The Library of Congress observes*  
**TWO HUNDRED YEARS**  
*Congress*

**(Action Exchange cont. from p. 412)**

tween automated circulation systems and 3M Book Detection Systems (AL, Oct. 1988, p. 818): The minimum distance between the two systems should be 10 feet. If the terminal cannot be moved further away from the detection system, experiment with turning it at different angles. The amount of shielding around the terminal can also affect the system. Consult the manufacturer for possible modifications or replacement. "Security Systems Detection Data Bulletin No. 11" contains information about all these factors. *Rebecca Peace Nwude, Circulation Unit Head, University of Maryland at College Park, McKeldin Library, College Park, MD 20742.* (Ed. note: Contact 3M's Electronic Article Surveillance Systems Division, Attn: Joan Olseen, Bldg. 223-3N-01, 3M Center, St. Paul, MN 55144-1000, 612-736-1163.)

**A.** The Howard County Library, which serves a rapidly growing Maryland county of approximately 160,000 people in the Baltimore-Washington corridor, uses centralized book selection (AL, Dec., 1988, p. 957). We have a total materials budget of more than \$900,000. All selection is done centrally for our two major libraries, three small community libraries, and the bookmobiles. The six selectors are subject specialists who order materials in the following areas: adult fiction; adult nonfiction; reference and periodicals; children's materials, including children's audiovisual and reference materials; audiovisual; software; young adult; toys; and videocassettes. These selectors choose items reviewed in a wide variety of professional and specialized journals. Selection is based on community needs and on the library's materials selection policy and collection development guidelines. We encourage our individual branch managers, who can monitor the needs of their specific branch's patrons, to regularly recommend titles for purchase. *Joyce M. Demmitt, Head, Information Services, Howard County Library, 10375 Little Patuxent Parkway, Columbia, MD 21044-3499.*

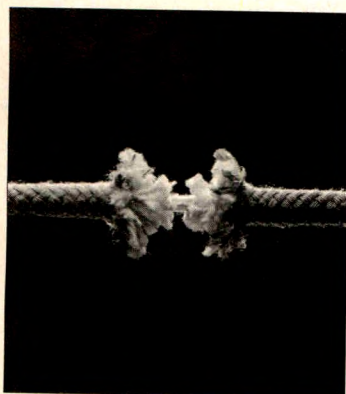
## Over to You

1. What libraries have mentoring programs for their staff? We are interested in receiving guidelines and learning of experiences with such programs. (N.Y.)
2. I would like to know if any small or medium-sized public libraries have a good system for keeping an accurate accounting of the monetary value of their book collections, particularly when the collection is enlarged or weeded. Are there any computer software packages available that would handle this task? I would like to establish a system as part of our capital assets inventory and for insurance purposes (S.D.)
3. What libraries produce overdue notices using an IBM-compatible software program that will allow variations in the wording of the first, second, and later notices and that will also retain records of chronic offenders? What is the capacity of this program? We mail about 9,000 overdue notices each year. (Ark.)

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's & A's become *American Libraries'* property and may be edited. Please include your name, address, and position. Write to Emily Melton, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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# reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

*American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or may be edited to fit space. Letters can be faxed to AL at 312-440-0901.*

## Disappointed by OIF response

I AM VERY DISAPPOINTED IN ALA'S Office for Intellectual Freedom. Last week I wrote a column for the local newspaper about the flap over Salman Rushdie's *Satanic Verses*. I called OIF to determine if any hard numbers were available about the incidence of censorship nationwide or by region.

To my surprise, I was told that the office keeps no statistics about censorship. To be precise, the person I spoke with said, "We're too busy dealing with the cases to count them."

Later I reported this conversation to OIF Director Judith Krug. Essentially, she gave me the same story. She said that "no reliable numbers were available," and that her staff lacked sufficient support to provide them.

I suggested to her that she might ask for volunteers to tabulate the cases reported in OIF's newsletter. She responded that people who cared to add up those numbers themselves were free to do so. I told her that frankly, I thought that was bad service. She agreed with me, which I found strangely unsatisfying.

As long as librarians merely react to censorship attempts, we will always be on the defensive. Instead, we need to educate our communities. We must work for the prevention of censorship, and for this we need real data. The office that's in the best position to gather and tabulate such data wants no part of it.

If a reporter had asked me for information about censorship I would have referred him with confidence to ALA's Office for Intellectual Freedom. I wouldn't make that mistake now. I can imagine the lead: "The American Library Association today would neither confirm nor deny that censorship in America is on the decline." For this I pay dues?

JAMES LARUE, ALA member,  
Greeley (Colo.) Public Library

Judith Krug responds:

Developing comprehensive statistical information on censorship in libraries is a cherished goal to which OIF is committed. In fact, we have begun to implement plans to create a computerized censorship database. Yet, other commitments and responsibilities, such as responding to the FBI Library Awareness Program and the death threat against

Salman Rushdie, to name only two, frequently take on a degree of urgency, forcing the placement of important but less finite projects further back in the line of priority. The office does publish information on censorship attempts in libraries and elsewhere in the *Newsletter on Intellectual Freedom*. It will continue to do so. And as time, budget, and staffing permit, we will develop and maintain a database of statistical information to add to the arsenal of materials and information we provide to assist the profession in combatting censorship and defending the freedom to read.

## Mistaken apple-lation

I'M SURE I WON'T BE THE FIRST to tell you that it is a disservice both to Apple Computer and to Steve Jobs to identify him as "Apple's Steven Jobs" at this point (March, pp. 184 and 268).

What disturbs me more is that it embarrasses us to have displayed such ignorance of what is going on in the computer field. The departure of Jobs from Apple and the advent of the NeXT computer from Jobs' current start-up company are two of the biggest events on a personal level in microcomputing's last five years (which in computing history is a very long time). They are common knowledge in the broad business community. To talk as if we don't know about them is to flaunt our inexperience.

Analogies in the more general press might be to speak today of "LC's Daniel Boorstin," and "ALA's Robert Wedgeworth." We wouldn't think much of a non-library publication that didn't take the time to get its important credits straight.

PETER GRAHAM, ALA member,  
Rutgers University library,  
New Brunswick, N.J.

## Contradictory cartoon

THE "LEADERS" OF OUR PROFESSION claim we have an image problem. My immediate response to that is, "What profession doesn't?" Consider the recent issues and concerns of the American Nursing Association surrounding the TV series "Nightingales."

Still, I have to wonder if in some ways the image problem is not of our own making. For instance, in the March issue of *American Libraries*, one of the profession's leading journals, six letters in "Reader Forum" addressed the image issue (p. 206-208). On the facing page the editors elected to include a cartoon by Richard Lee that depicted a hand-

wringing cataloger whose idea of a good time was a tour of the catalog department! I don't know how other readers felt, but I know I thought this just a bit contradictory.

I should admit that I personally find the image issue more amusing than harmful. However, if the staff at ALA Headquarters and the editorial staff of *American Libraries* are serious about leading the effort to change the public's idea of what a librarian is, then they should do just that! This means not running cartoons that undermine your stated goals or perpetuate the image that you are trying to lay to rest.

WILLIAM E. SLEEMAN, ALA member,  
Medical and Chirurgical Faculty of  
Maryland, Baltimore



Hand-wringing cataloger

HOW COULD YOU PRINT SUCH AN insulting cartoon on page 207 of your March issue? I don't think I need to specify the various negative aspects of your portrayal of a librarian. Did you print this to see what response you'd get?

ALAN G. BENKERT, ALA member,  
Groton (Conn.) Public Library

## O.P. opinions

IN RESPONSE TO LEONARD KNIFEL's "Ed. Notes" (Feb., p. 100), I would like to clarify the out-of-print/out-of-stock situation from the Bantam Doubleday Dell perspective.

Every for-profit company has a bottom line. It isn't feasible for a book to be stocked when it sells so few copies that reprints would have to be in quantities so small the price would reduce the net sale still further. For mass-market publishers in particular, a further consideration is space. Warehouses aren't elastic and mass market publishers bring out 30-70 books monthly. Therefore, certain books have to be taken off the line through-

out the year. Many decisions are made just on the basis of net sales. But not all.

Books by major authors are kept in print as long as humanly possible—at much lower rates of sale than the rest of the list. No one feels worse about seeing these books go out of print than the publisher and editor who worked diligently to add these stellar names to the list.

In point of fact, most James Baldwin titles have always been available from Dell; a few had been briefly out of stock, but never out of print. They are selling nicely (not all at 1,000 per month, but well enough to be reprinted). I regret the inaccuracy of the comments from the unnamed Dell editor.

Those of us who work for large national publishers salute the small presses whose low operational costs allow them to keep local interest and/or limited national interest books alive. These books are often the ones that support the diversity of American culture.

Finally, we at Bantam Doubleday Dell truly believe that librarians and publishers can be partners in publishing and keeping alive good books for all segments of our population. We need to understand the economic realities of each other's businesses and find ways to accommodate to them.

DORIS BASS, *ALA member,*  
*Bantam Doubleday Dell Publishing Group,*  
*New York, N.Y.*

## Bad times by the Bay

THERE HAS BEEN A GREAT DEAL of coverage in *American Libraries* recently about the San Francisco Public Library. Although I am proud of my city and its librarians, it is important to provide a balanced picture of our current status for librarians throughout the country.

During this fiscal year under the directorship of Ken Dowlin, San Francisco Public has laid off a number of permanent civil service Librarian Is, reduced several Librarian IIs to their former Librarian I status, and placed the city law librarian into a position at the Main Children's Room. Hours of public service have been severely cut; vacant positions are not being filled. One nationally recognized children's librarian has accepted a position in another part of the state; another children's librarian/author has chosen to accept retirement. A librarian position at the Library for the Blind remains unfilled although bids have been received to fill the position.

It would be unfair to blame the current situation exclusively upon Mr. Dowlin or upon the senior management of the library. It is the result of a citywide fiscal crisis. Although only Librarian Is and IIs have been reduced in salary, supervising librarians have had to deal with uncertain budgets and low morale. It does, however, seem to be an inappropriate time for the library to attempt to pass a bond issue calling for "the construction of a main public library and reconstruction of branch

libraries" (Dec., p. 917). Neither a disgruntled populace nor underpaid/unemployed librarians are likely to herald the utopic "electronic library" until the services available last year are available. "The City That Knows How" will eagerly accept such a library when the branch libraries have been reopened to their former hours, popular librarians returned, periodicals have been reordered, and dynamic programming has been restored.

DOROTHY J. COAKLEY, *ALA member,*  
*On leave from San Francisco Public Library*

## Tribute to a mentor

AS A YOUNG LIBRARIAN AT Cleveland State University I have been fortunate to work under the leadership of a truly inspirational director, Hannelore Rader. She has created a dynamic and entirely new library organization using a team approach. This approach promotes participation of all library staff members in the management of the library by encouraging risk-taking, innovation, and creativity. She has introduced new library technology, actively marketed library services, strengthened ties with the local community through successful outreach programs, and significantly increased minority representation on the library staff.

Hannelore's energy and enthusiasm for mentoring is opening doors for many young librarians by providing opportunities for professional growth. She has certainly opened doors for me. Through Hannelore's efforts, I participated in a practicum at the University of Heidelberg Library in West Germany, co-authored an article with her in *College and Research Libraries News*, and spoke about my practicum experiences at the Association of College and Research Libraries conference in Cincinnati. As a mentor Hannelore serves as a role model for the library profession. I urge you to vote for Hannelore Rader as the next ALA president.

DEBORAH C. GREENE,  
*Cleveland (Ohio) State University library*

## IAC's incomplete indexes

I RECENTLY MADE THE DISTURBING discovery that Information Access Company's Magazine Index (available on CD-ROM and through the Dialog information service) may be incomplete. Since I am not part of the library/database-search community, I don't know how widely known this information is; and in any case, patrons for whom librarians do searches are almost certainly unaware of it and probably regard computer databases as comprehensive and near-infallible. I believe the information might benefit librarians involved in searching.

In one case, I found that, despite the printed description of the IAC database distributed by Dialog, this database does not index all letters in the *New York Times* and the

*Wall Street Journal*. I know this because a search of that database failed to turn up two letters of mine that were printed in the *Wall Street Journal* in 1987-88 and three in the *Times*. An individual at IAC confirmed for me that IAC does not index all letters. In another case, an article in the popular science magazine *Science* 84 did not show up anywhere in the CD-ROM version.

These are two recent instances I can remember; I have found others in the past, although I no longer recall details. And, of course, this suggests that there may be omissions in other databases as well—I've also found several on other Dialog databases, which have been acknowledged (over the phone) by Dialog specialists.

HOWARD A. KARTEN,  
*Randolph, Mass.*

Dolores Meglio, *IAC Vice President, responds:*

I reviewed the Dialog blue sheets and found the file description is somewhat open to interpretation. Our editorial policy dictates that letters to the editor are included only if written by a prominent person, e.g., an author or politician or a person representing an organization's viewpoint.

Obviously the Dialog description should accurately reflect our policies and I will see that the description is amended. Thank you for bringing this matter to my attention.

## Strike idea "impetuous"

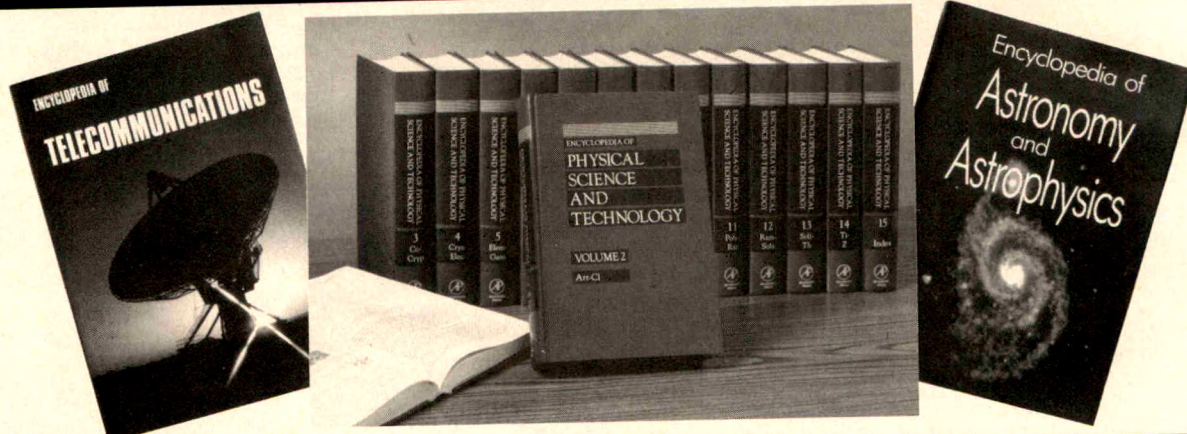
AS SOMEONE COVERED BY A union, I found Carol L. Mitchell's suggestion to strike or implement a slowdown (March, p. 207) to be impetuous—and dangerous.

I say impetuous because the duties performed by most workers in libraries do not require a masters. By and large, the majority of tasks performed by "librarians" (and I mean ones with degrees, too) are redundant physically and mentally and can be learned easily with on-the-job training. These are not the fodder of people with MLSs and should be performed by folks with associates or bachelors. Librarians who are administrators or heads of departments, or aspire to be, should be the ones with masters. I believe the profession has created a monster that beckons victims into a maw of dissatisfaction with a lure (*the masters*) that is an overachievement.

I also feel the suggestion is dangerous because it is counter to the tenets of professionalism. I have been forced to consider both the realities and the issues of a strike and have come to the conclusion that a strike does not help me in the eyes of the people I'm trying to serve. I feel, even though I have not walked a picket line or crossed one, that to strike (or initiate a slowdown) disinherits those who have realized that I am striving to provide, with pride and professionalism, a service.

DONALD A. WELCH, *ALA member,*  
*Bell Helicopter Textron, Ft. Worth, Tex.* □

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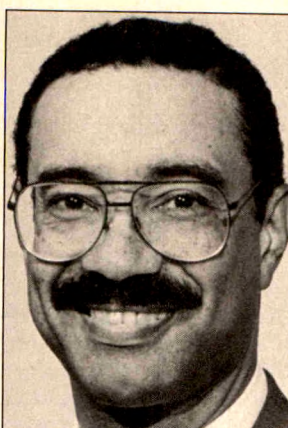
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Julie Hart



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Kay Ann Cassell

May 15 **Judith Adams** joins the staff of SUNY/Buffalo as director of Lockwood Memorial Library. □ The new associate preservation librarian at the University of Michigan Library, Ann Arbor, is **Julie Arnott**. □ **Carol Barrett** is now dean of educational resources for Cedar Valley College, Lancaster, Tex. □ **Barbara Beaton** now coordinates the Information Center in the Harlan Hatcher Graduate Library's Reference Department at the University of Michigan, Ann Arbor. □ **Susan Blaine** now heads the Newark Campus Library of Ohio State University, Columbus. □ In June **Marjorie Bloss** becomes director of technical services at the Center for Research Libraries, Chicago, Ill. □ **Sharon Corbell Bodkin** is now librarian for the Naval Undersea Museum, Keyport, Wash. □ **Julie Brewer** has become assistant librarian for personnel services at the University of Delaware Library, Newark. □ **Nancy Broughton** is now information services librarian for the University of Wisconsin/Madison's Instructional Materials Center. □ **Kay Ann Cassell** is now associate director for programs and services for NYPL's Branch Libraries. The 1983-84 president of ALA's Reference and Adult Services Division, Cassell last served as university librarian at the New School for Social Research. From 1971 to 1973, she served in the Peace Corps as a consultant to the National Library of Morocco. □ Ohio state librarian **Richard M. Cheski** has been elected president of the Chief Officers of State Library Agencies (COSLA). □ April 3 **Judith Coleman** became library collections and services director for Cuyahoga County (Ohio) Public Library. Formerly director of Euclid Public Library, Coleman is president-elect of the Ohio Library Association. □ The new head of public services at Harvard College's Museum of Comparative Zoology Library is **Muriel Conant**. □ **Kathryn Crosby** now heads the children's department at King County (Wash.) Library System. □ **Sue Crum** is now director of Bradford County (Fla.) Public Library. □ At Florida State University library, Tallahassee, **Alice P. Dixon** now heads the special collections department. □ **Pat Donlon** has become the first woman director of the National Library of Ireland. □ **Marianne Eichelberger** now directs South Central Kansas Li-

brary System's Newton Public Library. □ **Carol Eyer** has become the first Mellon Preservation Intern appointed to the University of Michigan Preservation Office, Ann Arbor. □ **Yen-Tsai Feng** has announced that she will retire as Harvard College's Roy E. Larsen Librarian at the end of the academic year. Feng joined the college's library staff in 1955 as a reference librarian, and, in 1980, became the first woman to head the library. □ **Ronald Fontaine** is now head reference librarian at Sacred Heart University Library, Fairfield, Conn. □ **Christopher Gorsuch** is now associate university librarian of Florida State University library's Serials Department, Tallahassee. □ **Gardner Hanks** now serves as continuing education consultant for Idaho State Library, Boise. □ March 13 **Charles A. P. Hansen** became assistant director of Flint (Mich.) Public Library. □ At the Mississippi Library Commission **Julie Hart** is now public library consultant for northwestern Mississippi. □ **Rhonda Hiebert** recently became interlibrary loan department head for the South Central Kansas Library System, Hutchinson. □ **Sherry Hupp** is now director of Hamden (Conn.) Library. □ The new director of Elmwood Park (Ill.) Public Library is **Al Korbel**. □ **Bruce Leach** has been appointed head of Ohio State University's Biological Sciences Library, Columbus. □ March 13 **Susan Lee** became associate librarian for personnel at Harvard College, Cambridge, Mass. □ At Richland County (S.C.) Public Library **R. Thomas Lowrimore II** has become non-print catalog librarian. □ **Kathleen Maciuszko** has become Cuyahoga County (Ohio) Public Library's first staff assistant to the executive director. □ **Joe McKenzie** is now Salina (Kans.) Public Library director. □ March 1 **Ellen Newberg** began directing Kitsap Regional Library, Bremerton, Wash. □ The new executive director of the Virginia Educational Media Association is **Sam Nixon**. □ **Nancy J. Nuell** has become assistant director, educational support services, at Montgomery College's Takoma Park (Md.) campus. □ **Charlie Parker** recently became public library consultant at Florida's Bureau of Library Development. □ **Charles R. Peguese** now serves as assistant dean, instructional resources, and director of McCormick Library at Harrisburg

(Pa.) Area Community College. □ **Carmelita Lavayna Portugal** has become librarian for the U.S. Department of the Interior's Eastern Field Operations Technical Center, Pittsburgh, Pa. □ **Quincy Pugh** is now film and sound librarian for Richland County (S.C.) Public Library. □ At Florida State University library, Tallahassee, **Lynette Ralph** has become head of circulation. □ **Arlinda Ries** now heads the Chemistry Library at Ohio State University, Columbus. □ The new assistant university librarian of Sacred Heart University, Fairfield, Conn., is **Mary Rogers**. □ **Mark Roosa** has become senior assistant librarian for preservation at the University of Delaware Library's Collection Management Division, Newark. □ **David Russon**, director general for science, technology, and industry for the British Library, is now also director general for the bibliographic services division. □ After serving for 20 years on the library school faculty of the University of Wisconsin/Milwaukee, **Martin H. Sable** has retired. Sable just received the 1989 Nicolás Antonio International Prize for Hispanic Bibliography. □ **Richard N. Shaw** now directs the Learning Resources Center of the Technical College of the Lowcountry, Beaufort, S.C. □ **Tom Simpson** has been appointed assistant director of Pinellas Park (Fla.) Public Library. □ **Josephine Smith** is now gifts, special collections, and archives librarian for Sacred Heart University Library, Fairfield, Conn. □

## Librarians for the shelf

There's more than one way for librarians to add materials to a collection. Witness **Raymond Bial** and **Morris A. Gelfand**, author and publisher, respectively, of acclaimed books of art.

Bial, library director of Parkland College, Champaign, Ill., is also a photographer with seven books to his credit. His latest, *Stopping By: Portraits from Small Towns*, sold out its first printing in one month. Photographs from the book comprise a traveling exhibit scheduled for Friends Creek Township Library, Argenta, Ill., in May, and Parkland College Library from Sept. 15 to Oct. 15.

Professor emeritus of Queens College library school, Flushing, N.Y., Gelfand founded Stone House Press in 1978, and has published books, chapbooks, and broadsides of prose and poetry. A recent title, *From Dark to Light: Wood Engravings for the Stone House Press* by John De Pol, contains 60 original wood engravings and was selected for the American Institute of Graphic Arts 1988 Book Show. Gelfand has donated all net proceeds from the book's sale to NYPL's Rare Books and Manuscripts Division in memory of his wife, Beatrice. □

The Source, highlighting useful items in major areas of library/information activity, is written by Holly Rogerson, reference intern at the University of Illinois/Chicago library. Send materials for Ms. Rogerson to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

## preserv/conserv/ation



**Preservation logo winner.** Wei Chen, a third-year doctoral student in physical chemistry and frequent user of Washington University's Chemistry Library, is shown holding his winning design in the school's recent campus-wide logo contest. The competition was held to promote awareness of the need to care for the collections. The logo—a pair of hands cradling a book inside a heart—will appear on posters, bookmarks, and other materials designed by the preservation staff. Chen received a \$200 cash prize in the contest, which was financed by the Burlington Northern Foundation.

**Meeting the Preservation Challenge** publishes 12 papers presented at the 11th Membership Meeting of the Association of Research Libraries. Editor Jan Merrill-Oldham arranges the papers in two broad categories: The first, program development in the research library, includes such topics as staffing, treatment options, and the role of the library director. The section on special perspectives includes papers on making preservation happen and international aspects.

Contributors include James H. Billington, the Librarian of Congress; David Weber, then chair of the ARL Committee on the Preservation of Research Library Materials; and Patricia Battin, president of the Commission on Preservation and Access of the Council on Library Resources.

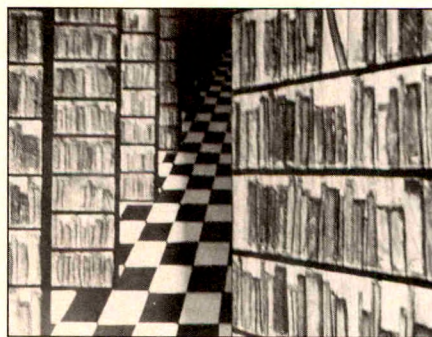
The papers in the 70-page paperback were

originally published in *Preservation: A Research Library Priority for the 1990s; Minutes of the 11th Meeting of the Association of Research Libraries*. \$28 (\$14 for ARL members) from ARL, 1527 New Hampshire Ave., NW, Washington DC 20036 (0-918996-15-5).

**Encouraging alkaline paper.** Association of Research Libraries Briefing Package Number 3, *Preserving Knowledge: The Case for Alkaline Paper*, contains information on recent events that point to a solution to the destruction that already awaits nearly 80 million books in North America.

Developed by ARL and produced with the support of the Commission on Preservation and Access and the National Humanities Alliance, the folder of fact sheets and articles is aimed at the academic community, the paper manufacturing and publishing industries, and state and federal governments.

Contents include seven articles providing background information on the problem, three articles giving an update on the paper industry, three papers discussing author and publisher support for the use of alkaline paper, and two articles outlining the government response to the issue. The package is \$7 from ARL, 1527 New Hampshire Ave., NW, Washington, DC 20036.



**Handle With Care**, a four-minute color video program, humorously demonstrates all the ways that patrons should *not* treat books while a satiric off-screen narrator provides commentary. The video, designed for user education programs in all types of libraries, features a likable but careless young man dunking a book in the bathtub, placing it on a radiator, and mistreating it while photocopying. The tape is available in 3/4-inch, Beta, and VHS formats for \$39 (\$45 for a continuous-loop 30-minute version) from New York University Libraries, Collection Management Office, 70 Washington Square South, New York, NY 10012.

**Preservation programs** are the theme of the latest issue of *The Bookmark* (vol. 45, no. 111), published by the New York State Education Department and the New York State Li-

brary. Twelve articles focusing on different aspects of preservation are presented in an issue devoted entirely to the topic.

Three articles look at preservation programs in specific states: New York, Illinois, and New Jersey. Other articles examine programs within particular institutions, such as a medium-sized public library in Troy, N.Y., and the large research library at SUNY/Stony Brook. Other articles focus on the national preservation agenda and self-assessment as an improvement strategy.

Subscriptions to *The Bookmark* (published quarterly) are \$4 per year and individual issues can be purchased for \$1 from the Gift and Exchange Section, New York State Library, Albany, NY 12230 (ISSN 0006-7407).

## intellectual freedom

**Censorship, in school and out**, is the theme of two new titles from Scarecrow Press.

• *Battle of the Books* reports on censorship in the public schools between 1950 and 1985. Author Lee Burress covers such issues as who the censors are, what they object to, and what typically occurs during an incident of school censorship. The questions of secular humanism, censorship by publishers and by the left, and the increase in censorship over the past 30 years are also discussed.

The information presented comes from a variety of sources, including six national and state surveys of school censorship and several doctoral dissertations. Two appendixes present lists of over 800 titles that have been the victims of attempted censorship. For many of these titles, information is given concerning the objections raised, who objected, and the outcome. 395 p., \$42.50 (0-8108-2151-6, 88-30775).

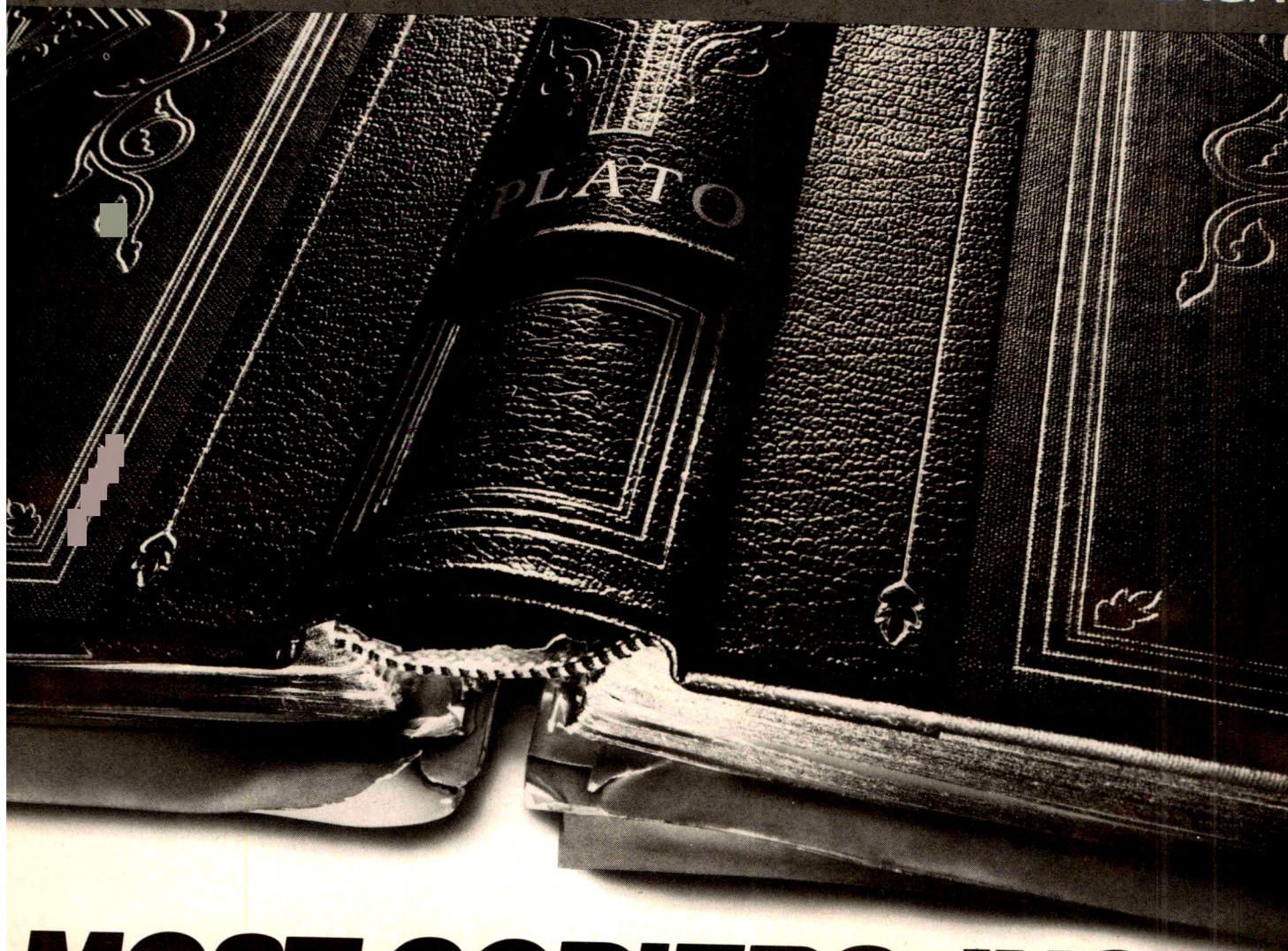
• *Intellectual Freedom and Censorship*, by Frank Hoffmann, provides annotated citations to 900 sources that can serve as a general introduction to the subject. Many of the books, periodical articles and legal items cited can typically be found in moderate-sized public, academic, and high school libraries.

The citations are arranged in five categories: 1) theoretical foundations; 2) key court cases; 3) professions concerned with the problem, including education, journalism, librarianship, and politics and government service; 4) representative individuals and groups on both sides of the censorship issue; 5) cases of censorship in the mass media. Includes personal names and subject/title indexes. 254 p., \$27.50 (0-8108-2145-1, 88-18811).

Both books are available from Scarecrow Press, POB 4167, Metuchen, NJ 08840.

(Continued on p. 447.)

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## special services

### Telecommunication Devices for the Deaf

A selective update

by Kathleen Low

TELECOMMUNICATION DEVICES FOR the deaf (TDDs), portable devices that allow deaf and hearing-impaired persons to communicate over the telephone, are essential for providing direct telephone library service to these patrons. Since the last TDD update in the November 1985 *American Libraries*, many features that were then considered luxuries have now become standard features in all but economy models. These include a direct connection between the telephone and TDD, keyboard dialing, built-in memory, memory dialing, and programmable auto-answer. The newest feature offered, electronic voice, is also destined to become standard. Electronic voice alerts hearing call recipients that the incoming call is a TDD call.

This update focuses on TDDs from the two manufacturers that have emerged as the leaders in the industry. Please note that the information presented was gathered from their promotional literature and does not list all features. The manufacturers should be contacted for full details.

Information on other TDD manufacturers and products can be obtained by contacting local agencies and organizations specializing in services to the deaf.

#### Manufacturer:

**Krown Research Inc.**  
10371 W. Jefferson Blvd.  
Culver City, CA 90232  
213-839-0181

#### Portaview Junior PV20 \$199

10" x 10", 3 lbs.  
20-character blue/green vacuum fluorescent display with 5.5mm character height  
4-row keyboard, 43 keys  
Baudot 45.5 baud  
Features include: Parallel Centronics-compatible printer port  
Options include: 80-column dot-matrix printer, including TDD interface cable, \$149.95

#### Portaview Plus PV20+ \$279

10" x 10", 3 lbs.  
20-character blue/green vacuum fluorescent display with 5.5mm character height  
4-row keyboard, 45 keys  
Baudot 45.5/50 baud  
Features include: 8,192-character memory,



*The Portaview PV20 series from Krown is portable and lightweight.*

direct connect, programmable auto answer, memory dialing, electronic voice announcer

Options: 80-column dot-matrix printer, including TDD interface cable, \$149.95

#### Porta Printer Plus/Memory Printer Model 40D \$698

9.5" x 12.5", 5 lbs.  
32-character blue/green vacuum fluorescent display, .25" character height  
4-row keyboard  
Baudot 45.5 baud  
Features include: 40-column 30 cps thermal printer with 4.4"-wide paper, auto answer, keyboard/memory dialing, 8K memory  
Options: Electronic voice announcer, \$39

#### Smart Modem SM-85 \$349

External modem  
9.5" x 6.25", 1.25 lbs.  
ASCII 300 baud  
4K programmable memory  
RS232 interface port  
"The SM-85 Modem electronically senses if you are communicating with another computer or with a TDD and automatically adjusts its communications format accordingly."

Includes RS232 cable, adapter

(Note: If you're interested in TDD modems, Sights & Sounds, a division of NorCal Center on Deafness, also sells a TDD modem. The Personal Tele-Communicator, an internal modem and communications software for IBM-compatible computers, is \$449. Sights & Sounds, 2045 Hallmark Dr., Sacramento, CA 95825, 916-646-6687.)

#### Manufacturer:

**Ultratech, Inc.**  
6442 Normandy Lane  
Madison, WI 53719-1119  
608-273-0707

#### Minicom III \$169

8.9" x 10", 2.5 lbs.  
20-character blue/green vacuum fluorescent display, .25" character height  
3-row keyboard, 33 keys  
Baudot 45.5 baud

#### Supercom \$259

8.9" x 10", 2.5 lbs.  
20-character blue/green vacuum fluorescent display, .25" character height  
4-row keyboard, 43 keys  
Baudot 45.5 baud  
Features include: direct connect, auto answer, 8,192-character memory, keyboard dialing, electronic voice announcer, stores and sends messages, parallel printer port

#### Intele-Type \$595

13.2" x 10.5", 5.7 lbs.  
15-character LCD display  
73-key keyboard with 22 special keys  
Baudot 45.5/50 baud  
Features include: ability to function as a typewriter, built-in calculator, ASCII (Bell 103) 300-baud modem, 80-column letter quality printer accepting sheet or roll paper, direct connect, auto answer, 3,726 character memory



*Ultratech's Intele-Type contains a built-in printer.*

#### Superprint Models 100, 200, 400 \$299, \$389, \$459

12.4" x 9", 4.75 lbs.  
20-character display  
4-row keyboard, 43 keys  
Baudot 45.5/50 baud  
Features include: Model 100, printer port; Model 200, built-in 24-column printer with 2.25"-wide paper; Model 400, built-in 24-column printer with 2.25" paper, auto answer, direct connect, keyboard dialing

Ultratech also markets a large visual display TDD for users who are also visually impaired, and a pay phone TDD.

**Kathleen Low** is library systems specialist at the California State Library in Sacramento.

**Pornography in a Free Society**, by Gordon Hawkins and Franklin E. Zimring, examines the relationship of pornography and public law in Western democracy.

Part one discusses three major investigations that led to the filing of substantial reports within the past two decades: President Johnson's commission in 1968; Canada's 1977 Williams Committee; and the Meese Commission, appointed in 1985.

Part two provides perspectives on a set of problems that have taken on special meaning after the increased availability of sexually explicit communications in the 1960s and 1970s: pornography and the status of women, special policies toward children, and social control of pornography without recourse to censorship. 231 p., \$22.95 from Cambridge University Press, 32 East 57th St., New York, NY 10022 (0-521-36317-9, 88-17058).

**Access laws.** *Information Law*, a two-volume treatise on the Freedom of Information Act (FOIA) and other access laws, presents comprehensive information on a range of information laws. Authors Burt A. Braverman and Frances J. Chetwynd examine the increasingly diverse and complex issues that have arisen since the enactment of the FOIA 20 years ago.

The two volumes are divided into six sections. The first section deals with the legislative history of the FOIA; the second, its statutory disclosure mandate; the third, FOIA exemptions; the fourth, compelling disclosure with the FOIA; the fifth, preventing disclosure of confidential business information; and the sixth section treats other, related statutes. Eighteen appendixes cover related acts, orders, and motions.

The 1,235-page loose-leaf set is \$75 from the Practising Law Institute, 810 7th Ave., New York, NY 10019 (85-63252).

## academia

**Multicampus Libraries: Organization and Administration Case Studies** examines the structure, governance, and future roles of libraries in multicampus university systems. Author Ruth Schwartz addresses the crucial question of centralization versus local autonomy in this study of three institutions in the northeastern U.S.

Schwartz begins with an introduction to the history and issues pertaining to multicampus universities and their library systems. Then, she discusses three universities that are multicampus facilities but exemplify varying types of library administration. A closing summary gives conclusions concerning the ability of the various library administrative types to meet both the problems facing all academic libraries and those unique to multicampus libraries.

270 p., \$27.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2173-7, 88-21910).

**Faculty status for librarians.** A new publication from ALA's Association of College and Research Libraries, *Academic Status: Statements and Resources*, compiles information describing the current state of faculty status of academic librarians and supporting the concept of such status.

First, ACRL's policy on guidelines and procedures for the screening and appointment of academic librarians is presented, followed by the texts of statements of ALA/ACRL committees concerning various aspects of the faculty status issue, ranging from standards for faculty status to collective bargaining. The final chapters survey the literature on the faculty status issue.

The 58-page paperback is \$8 (\$6.50 for ACRL members, 10% discount for ALA members) from the ALA Order Department, 50 E. Huron St., Chicago, IL 60611 (0-8389-7233-0).

**Linking scholars** is the theme of *Campus Networking Strategies*. Edited by Caroline Arms, the text provides a survey of the central issues as well as 10 case studies. The case studies focus on a range of campus types, from large state universities such as Pennsylvania State to smaller private schools such as Dartmouth College. Issues examined in the case studies include the planning process, technical aspects, financing, and management.

The book concludes with chapters devoted to protocols and standards, campus wiring, and national networks. Also included are a glossary and a bibliography. The book is number two in EDUCOM's Strategies Series on Information Technology. 322 p., \$30 from Digital Press, 12A Esquire Rd., Billerica, MA 01862 (1-55558-009-2, 88-3863).

**Libraries in search of excellence.** *Libraries and the Search for Academic Excellence* presents nine papers prepared for the symposium of the same title held at Columbia University in March 1988. Held in response to the fear that the current reforms in education might occur without a serious investigation of the role of libraries in the delivery of quality education, the national symposium brought together higher education faculty and administrators, librarians, and library educators, as well as representatives from business, government, and educational associations.

The papers chosen by editors Patricia Senn Breivik and Robert Wedgeworth address the role of the academic library in a variety of areas, such as facilitating learning, regional economic development, and meeting the needs of nontraditional and minority students. Most of the papers were co-authored by a librarian and an educator or administrator. 219 p., \$25 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2157-5, 88-15855).

**E-mail and user surveys** are the focus of two new Spec Kits from the Association of Research Libraries.

- *User Surveys* (kit #148) contains a variety

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of papers arranged in five general categories: 1) guidelines; 2) sample general user surveys, including reports from Dartmouth College and Kent University; 3) user surveys with an emphasis on long range planning, including reports from M.I.T. and Stanford; 4) brief targeted surveys of specific services and groups, including surveys from Michigan State on borrowers of laptop computers for library use and Texas A&M University on the use of online catalogs with printers versus those without; and 5) use surveys, including one from Washington University on the ultimate purpose of library materials and services (119 p.).

- *Electronic Mail* (kit #149) is composed of reports in six general categories: 1) results of a survey of ARL libraries; 2) organizational charts, including two from the University of Florida and Purdue; 3) descriptions of campus mail systems, including those at Georgia Tech and the University of Illinois at Chicago; 4) e-mail instructions, including those used at Pennsylvania State University and the University of California/Berkeley; 5) electronic bulletin boards, including those at the University of Pittsburgh and Library of Congress; 6) external mail systems, including ones used at Stanford and Syracuse Universities.

Each paperback kit is \$20 prepaid (add \$5 for shipping to Canada) from SPEC, Office of Management Services, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Make checks payable to "ARL Office of Management Studies."

## literacy

**Adults and reading.** *Adult Literacy/Illiteracy in the United States* offers a wide range of information on the nation's adult illiteracy problem. Author Marie Costa has designed the volume as a handbook that provides factual and historical data, thereby enabling the reader to use it as either a reference or research tool.

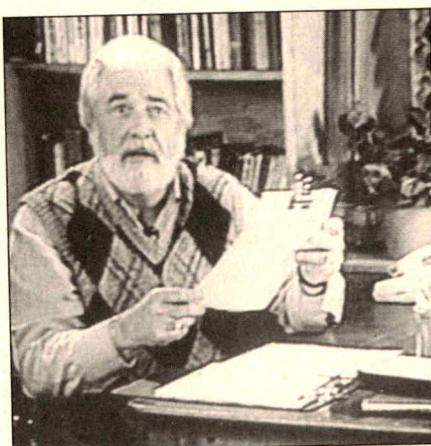
The guide contains biographical information about individuals who have played an important role in promoting adult literacy, a chronology dating from the 17th century, and a descriptive list of relevant organizations. There is also a section to help practitioners evaluate the statistics and understand the language commonly used to describe the literacy problem. Lists of reference sources, including databases and nonprint materials, and a glossary complete the 175-page volume.

*Adult Literacy/Illiteracy* is the first volume in ABC-CLIO's new "Contemporary World Issues" series. \$34.95 from ABC-CLIO, POB 4397, Santa Barbara, CA 93140-4397 (0-87436-492-2, 87-31696).

**Literacy video.** *I Want to Read*, a video program that teaches adults to read and write, is now available for library video collections. The two-hour video uses a combination of

phonics with sight words to teach the alphabet, sounds made by each consonant and vowel, over 600 common words, and crucial reading concepts such as the variability of meanings for one sound and pronunciations for one spelling.

Since adults who need help with literacy often avoid programs to help them out of embarrassment, the video is designed to be used by the learner in private, and at his or her own pace. Development of the program was supervised by Anabel P. Newman, Director of the Reading Practicum Center of Indiana University. A second video that takes viewers deeper into vocabulary is now available as well. Each is \$59.95 from Family Express Video, POB 609, Farmington Hills, MI 48332-0609.



**A friendly, non-condescending host makes I Want to Read a comfortable tool for adult nonreaders.**

**Comic books for literacy** is the reading-promotion technique used by the Associated Reading Service, a not-for-profit organization that recently began publication of the *ARS Quarterly*. The educational and literary organization is attempting to combat literacy problems through the use of comic books in libraries, both to bring in new readers and to introduce readers to diverse types of reading material in a non-threatening way.

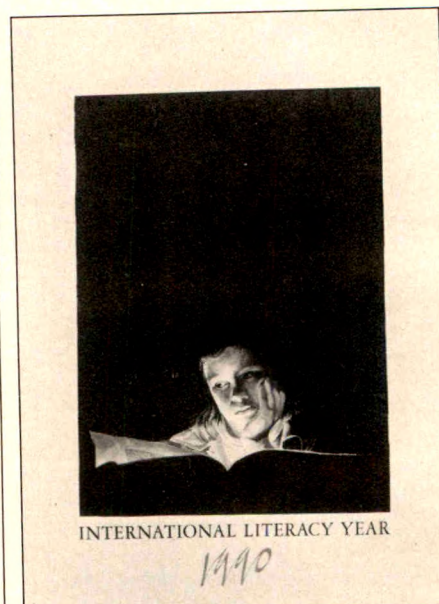
ARS plans various activities to promote reading through the comic book medium, including the placing of comics in libraries to attract readers, a series of posters and book-marks for libraries featuring characters from comic books, and a project to give teachers comic books to use as supplemental reading material. ARS has also developed a magazine, *PictureWord Digest*, to highlight the educational and literary value of comic books.

ARS is looking for librarians, teachers, and comic book distributors who would like to help them in their efforts. The annual membership fee is \$50. A year's subscription to *ARS Quarterly* is \$20. For more information, write Associated Reading Service, POB 408315, Chicago, IL 60640.

**Talking computers** are teaching adults to read in the San Bernardino (Cal.) Public Li-

brary. Called "Micro Read," the program uses Apple IIe microcomputers with voice synthesizers. The software, recently developed by the Institute for the study of adult literacy at Pennsylvania State University, has raised reading skill levels for adults by 1.5 grades after only 20 hours. This is far superior to typical results for traditional one-on-one tutoring, which requires 200 hours for a gain of only half a grade level.

Originally funded by a \$25,000 Library Literacy Program grant from the U.S. Department of Agriculture, "Micro Read" has also received a second grant of \$10,500 through the Job Training and Partnership Act, part of California's recent "workfare" legislation. Additional funding has been provided by Friends of the Library groups, a local Rotary Club, the Gannett Foundations, and the local campus of California State University. For more information on the project, which is a joint venture of the Library, the Friends of the Dorothy Inghram Branch Library, and a local community based organization, contact City Librarian Steve Whitney, San Bernardino PL, 555 W. 6th St., San Bernardino, CA 92410 (714-381-8210).



**International Literacy Year** will be commemorated with this poster, created for the Children's Book Council by noted illustrator Barry Moser. The designation of 1990 by the United Nations as International Literacy Year is the beginning of efforts by UNESCO and others to eradicate worldwide illiteracy, estimated to victimize 27.7% of the world's people over 15 years old. The 24-by-32 1/2-inch poster is a luminous watercolor picture in six colors. Proceeds from the sale of the \$15 poster will go to support CBC projects promoting reading. Write CBC, POB 706, New York, NY 10276-0706.

**Prereading and vocabulary** are the focus of two new titles from the International Reading Association.

- The new second edition of *Prereading Activities for Content Area Reading and Learn-*

ing offers a variety of techniques for helping students get the most out of printed materials. Authors David W. Moore, John E. Readence, and Robert J. Rickelman look at such topics as forecasting passages, graphically representing information, and writing before reading in this practical guide. The new edition emphasizes students' independence and contains a new chapter on the role of writing in learning from text. The 88-page paperback is \$7.75 (\$5.25 for IRA members) (0-87207-233-9, 88-23140).

• *Teaching Vocabulary to Improve Reading Comprehension* focuses on the challenge of helping students discover and internalize the meanings of new words. Author William E. Nagy shows how to use vocabulary instruction to improve comprehension in the intermediate grades through junior high. Nagy discusses common features of useful methods, presents diagrams demonstrating how to conduct the activities, and offers research-based advice on choosing words that warrant attention. The 43-page paperback is \$7.50 (\$4.95 for IRA members) (0-8141-5238-4, 88-24618).

Both books are available from the International Reading Association, 800 Barksdale Rd., POB 8139, Newark, DE 19714-8139.

## ==bibliography==

*Jewish Heritage in America* presents annotated citations to over 1,100 sources from 1925 to the present. Author Sharad Karkhanis has selected sources from popular and scholarly journals and books that cover a broad range of topics relating to American Jewish history and culture.

The sources are grouped under seven headings, such as reference and research, anti-semitism, sociological impact, and relations with Christianity. Each section is then divided into subsections; for example, education, intellectual life, literary contributions, and newspapers and periodicals are all under the section "Intellectual and Literary Traditions." In each subsection, the sources are divided into books and articles.

Contains author, title, and subject indexes. 456 p., \$57 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-7538-2, 88-25935).

**Women writers.** In the *Bibliography of Women and Literature* editor Florence Boos lists over 10,000 English-language articles and books written between 1974 and 1978 by and about women authors.

The bibliography is generally arranged chronologically, from the year 600 through the present; each period contains separate sections for each genre (poets, novelists, essayists, etc.). Within each genre, the arrangement is alphabetical by author. A numerical code is used to give quick information on the nationality, gender, and period of each author as well as the genre(s) in which she or he

wrote. This numeric scheme provides a type of subject index to the bibliography so that the reader can quickly locate works of a particular genre, period, or nationality.

Includes three indexes: 1) writers of articles and books cited; 2) authors treated in articles and books; and 3) generic categories. The two-volume set (789 p. total) is \$90 from Holmes & Meier Publishers, 30 Irving Place, New York, NY 10003 (0-8419-0693-9, 81-6989).

**Controversial topics** are the focus of two new bibliographies in Pierian Press's "Resources on Contemporary Issues" series.

• *Protectionism*, by James M. Lutz, annotates over 900 sources concerning the worldwide ramifications of the conflict between free trade and protectionism. Eleven chapters focus on such areas as the rise of protectionism, the developing countries adrift in a protectionist sea, customs unions, free trade areas, and trading blocs. Each chapter is introduced by an analytical essay that helps place the topic in context. Includes author and title indexes. 207 p. (0-87650-249-4, 88-15273).

• *South Africa*, by Newell M. Stultz, is a selective, annotated bibliography of over 1,100 English-language sources concerning this controversial country in the years since the Sharpeville massacre in 1960, a turning point in black-white relations. Analytical essays providing background information introduce each of the nine chapters, which focus on

such topics as the African majority, minority communities, society and economy, and international relations. Includes author and title indexes. 191 p. (0-87650-245-0, 88-39540).

Each paperback volume is \$40 from Pierian Press, POB 1808, Ann Arbor, MI 48106.

**Peace Corps publications.** *The Peace Corps* provides an overview of sources covering the volunteer agency during the period 1961-1986. Author Robert B. Marks Ridinger has gathered a sampling of citations to both publications issued by the agency itself and those that appeared in the popular and scholarly press.

The annotated entries have been arranged in three categories: 1) history of the agency; 2) individual country programs; and 3) influence of returned volunteers. Types of materials covered in the bibliography include government documents, Peace Corps publications, books, dissertations, memoirs, periodical articles, and videotapes.

A name/subject index is included. 366 p., \$34 from G.K. Hall & Co., 70 Lincoln St., Boston, MA 02111-2685 (0-8161-8912-9, 88-32801).

**International businesses** are the focus of a new publication from the United Nations, *Transnational Corporations*. The bibliography covers literature in 15 languages on issues related to multinational enterprises, published during 1983-1987. The two-volume work, totaling 900 pages, includes over 2,700 citations

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## The Source

to sources detailing the role of transnational corporations in various economic sectors, countries, and regions. Related economic, political, social, environmental, and legal issues are also covered.

The first volume contains the citations, arranged in 13 subject categories, a personal/corporate author index, and a title index. Volume two consists of a subject index to the sources listed in the first volume. Volume one is \$45; Volume two is \$49. United Nations Publications, Room DC2-0853, New York, NY 10017.

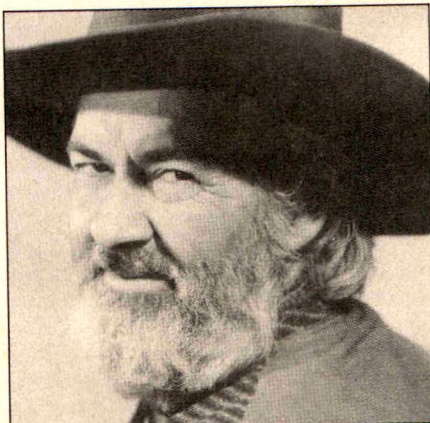
## resources

**Chess competitions.** Author James Gelo offers a detailed analysis of a century and a half of major chess games in *Chess World Championships: All the Games, 1834-1984*. In addition to all official world championship games, Gelo includes all important matches by leading players during the 50-year period prior to the establishment of the official world chess championship in 1886.

The entry for each game gives its date and location, and a diagram of its most crucial or intriguing moment, along with algebraic notation for each move throughout the game. At the beginning of each match or tournament is a chart showing the overall results. 718 p., \$39.95 plus \$2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-305-5, 88-42519).

**The rest of the West.** The *B Western Actors Encyclopedia: Facts, Photos and Filmographies for More than 250 Familiar Faces* is not limited to the well-known stars of the cowboy films, such as Roy Rogers and Gene Autry. Most of the 250+ profiles by author Ted Holland focus on the more obscure performers who nevertheless contributed greatly to this popular genre.

The entries are arranged in four categories: heroes, sidekicks, cowgirls, and bad guys. Each category is introduced with a brief essay describing its importance to the genre. Entries include basic biographical information with career data, a filmography (limited to series B western appearances), and usually a photograph. 450 p., \$39.95 plus \$2 shipping from McFarland & Company, POB 611, Jefferson, NC 28640 (0-89950-306-3, 88-42566).



**Gabby Hayes, sidekick to Roy Rogers and Hopalong Cassidy, is one of the 250 familiar faces profiled in the B Western Actors Encyclopedia.**

**Evaluating sci-tech lit.** The first in an annual series, the *Science and Technology Annual Reference Review 1989* evaluates over 600 reference sources in the areas of agriculture, astronomy, biology, earth science, general science, math, medicine, physics, and technology. Editor H. Robert Malinowsky has compiled reviews written by working librarians with subject expertise in each area.

In addition to giving a full bibliographic citation, most reviews describe the book and compare it to similar titles, point out good and bad features, and make purchase recommendations. Indexed by name, title, and sub-

ject. 224 p., \$45 in North America, \$54 elsewhere from Oryx Press, 2214 North Central, Phoenix, AZ 85004 (0-89774-487-X).

**Grants made simple.** *Plain Talk About Grants* contains basic information on all stages of the grant-writing process. Author Robert E. Geller addresses the subject in a straightforward manner, making the handbook a useful tool for novices as well as those who wish to fine-tune their grant writing.

The appeal of this 147-page paperback guide is not limited to librarians: chapters address such general topics as foundations and corporations, federal funding, components of a proposal, boards of directors, grants management, and moving from theory to practice. The guide also lists resources for grantwriters and offers samples of idea statements and actual grants. \$12.95 plus \$2 shipping from The California State Library Foundation, POB 942387, Sacramento, CA 94237-0001 (0-929722-23-X).



**Fanciful films.** *Flights of Fancy: The Great Fantasy Films* presents analyses of 15 films, including *Superman* (above), *It's a Wonderful Life*, *King Kong*, *Lost Horizon*, and *The Wizard of Oz*. For each film, author Kenneth Von Gunden gives a plot summary and critique, describes special effects, and provides detailed information about cast and crew. 304 p., \$25.95 plus \$2 shipping from McFarland & Co., POB 611, Jefferson NC 28640 (0-89950-397-7, 88-38028).

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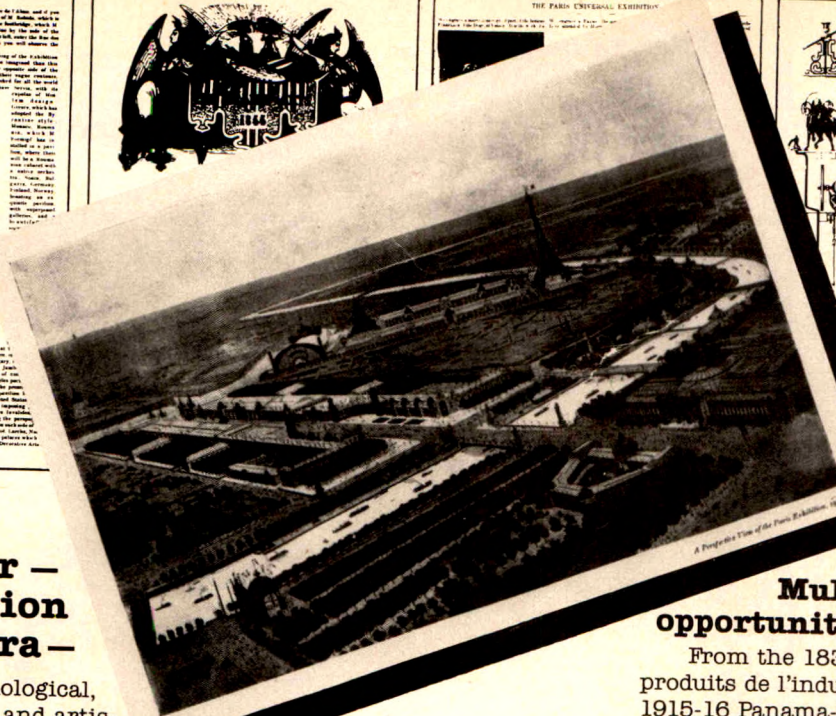
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# Reference ROMs: Six implications for libraries building CD-ROM database services

by David C. Taylor

**I**N SEPTEMBER 1985 THE UNIVERSITY of North Carolina/Chapel Hill Library began using databases in CD-ROM format.\* Since then, the librarians have discovered that these new reference tools have a number of significant implications for library services.

Despite a general policy of concentrating CD-ROMs in the reference areas of Davis Library (the university's main library), we currently have 13 separate workstations in seven different locations around campus (two locations in Davis, plus the Institute of Government, Information and Library Science, Geology, Law, and Health Sciences libraries). Later this year we expect to install another database with four additional workstations in the Undergraduate Library.

In the 1986-87 academic year, CD-ROMs were searched 646 times. Last year we counted 5,676 searches. Based on the rate of use thus far this year, we've projected a total of around 11,000 searches for 1988-89.

Although other libraries may have more CD-ROMs and may have been using them longer, our experience seems to be representative of many libraries, and we feel that our findings and reflections may be useful to others.

## Implication 1

**CD-ROMs are expensive.** UNC/CH's Academic Affairs Library (the University Library minus the Law and Health Sciences libraries) spent about \$34,000 last year for 15 databases on CD-ROM. When InfoTrac converts to CD-ROM format later this year, we will be spending \$50,000 on CD-ROMs. Prices vary upward from \$200 each. At this writing, *DAI (Dissertations Abstracts International)* costs \$1,695

\*A CD-ROM (Compact Disc-Read Only Memory) is a 5 1/4-inch disc similar to the popular audio compact disc. It is capable of storing the equivalent of 275,000 printed pages, or 1,500 floppy discs. It is reliable, relatively inexpensive to manufacture, and used with a CD-ROM reader and a microcomputer.

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## Paradoxically, the library needs to increase publicity for a service that is already too popular.

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for the current file and \$5,495 for the backfile. *PAIS* costs \$1,500, *PsycLit* costs \$4,500, and the *Electronic Encyclopedia* costs \$299.

It will continue to be very difficult to decide how to spend our CD-ROM budget. The library's "Pogue Group" committee, which sets the priorities on purchase of CD-ROMs, has had to turn down requests from the Undergraduate Library and several departmental libraries. The units that now provide CD-ROM searching also have other databases on their want lists. The number of available CD-ROM databases that look promising seems to double each year.

Most CD-ROM databases are purchased on a "term license" arrangement. In other words, they are rented or leased, and do not become a permanent part of the library collection. With the need to pay each year, the library budget experiences tremendous pressure to continue with popular databases and add new ones.

Do we get our money's worth? If, as we expect, 11,000 CD-ROM searches are made this year, the average cost would be roughly \$3 per search. This is much less expensive than subsidizing remote online database searches. We are unable to compare this cost with the cost of supplying printed indexes for searching. However, considering that some indexes cost thousands of dollars each year and guessing at the likely number of times they are searched, an average cost per CD-ROM search of \$3 may compare favorably.

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David C. Taylor is undergraduate librarian at the University of North Carolina/Chapel Hill. He is also editor of *Library Notes*, the library's newsletter for university faculty, where a briefer version of this article originally appeared.

The CD-ROM has introduced a new element into library collection development. In addition to the quality of their data, CD-ROMs must be evaluated on the quality of the computer programming built into them. This programming determines how accurately a database can be searched and how easily or efficiently a user can manipulate it. For instance, the CD-ROM version of the *MLA Bibliography* does not find all the entries that are actually in the database under some subjects. The unwary user can easily be misled about what citations are in the database. The Health Sciences Library chose the Silver Platter version of *Medline* over other versions because of the reliability of Silver Platter software.

A different problem is created when CD-ROMs from different vendors are used on the same machine. Wilsondisc products have different setup commands than UMI products. Each one undoes the commands in the computer memory for using the

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## The number of available CD-ROM databases that look promising seems to double each year.

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other. To overcome the problem, the library must either dedicate a machine to each, or use DOS to reprogram the setup commands. Technical representatives for the vendors can help library technicians make the appropriate modifications.

## Implication 2

**Students and faculty like the CD-ROM searches very much.** Their use is growing rapidly, and will probably continue to grow as more people learn about them and new databases become available. There is a clear indication that the public prefers CD-ROM to remote searching of online bibliographic databases, as illustrated by the accompanying statistical table on p. 454.

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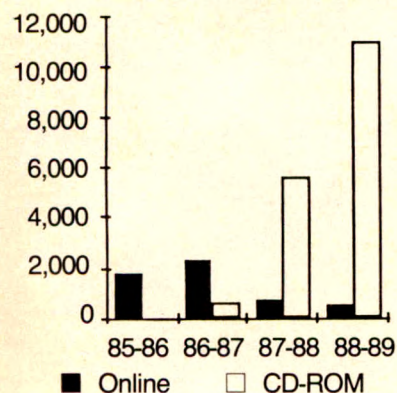
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## Online vs. CD-ROM at UNC



There are at least three reasons for users' preference for CD-ROM searching over online searching. CD-ROM searching is free, while most online searching costs the patron; patrons seem to like controlling their own searches; and the CD-ROM search gets immediate results, too, whereas most online searches are done overnight.

Students prefer CD-ROM searches to the use of a printed index because they do not have to search many separate volumes to cover a time span. The printed search results also save the trouble of taking notes.

While online searching has declined abruptly in favor of CD-ROM searching in Davis Library's Business Administration/Social Sciences (BA/SS) Reference Department, online searching appears to be holding steadily in the Humanities Reference Department. Probably this is because many humanists are interested in citations over a 50-year period or longer, while social scientists usually are most interested in citations from the last decade or the last year. The 10-to-15-year time span covered by a CD-ROM database is less satisfactory to those searching the *MLA Bibliography* (1981-present) than to most people searching *PsycLit* (1974-present).

The trend favoring CD-ROM over online searching is also perceptible in the Health Sciences Library. Online searching has declined 25% or more since the purchase of *Medline* (1983-present) on CD-ROM in April 1988.

### Implication 3

**The high demand for CD-ROM searching represents a potential frustration for library users.** At the busiest times, we have a new bottleneck in the library. There are not enough machines and copies of programs to meet requests. BA/SS has resorted to making appointments to handle the num-

ber of people who want to use *ERIC* and *PsycLit*.

How can the library satisfy the demand for CD-ROM searching? The statistics indicate that adding twice or four times the number of stations would multiply the number of searches, but probably would not satisfy the demand. As more people use CD-ROM, more will want to use it. It is a familiar story: Just as new four-lane highways create more traffic until they become clogged, and cheaper and better copy machines produce longer lines at the copiers, CD-ROMs seem to be a service that people like so much that we will never be able to provide enough of them.

### Implication 4

**CD-ROMs are changing the nature of reference work.** Reference librarians are spending hundreds of hours helping students and faculty use CD-ROMs. Each person needs an introduction and directions that may take 15 minutes or more, which significantly changes the pattern of staffing at the reference desk. Serving three or four CD-ROM users in an hour reduces available staff by one full-time person. CD-ROM service is making it very difficult to schedule the reference desk adequately.

The transition from the dominance of printed indexes to online searching to CD-ROM searching has caused many changes in assignments for reference librarians in the past six years. With the rise in online searching, reference librarians had to be sent to workshops and spent hundreds of hours experimenting with searching techniques and learning the peculiarities of different databases. At the height of online searching, reference librarians in BA/SS were sometimes spending 15 or 20 hours a week in conference with patrons and at the terminals conducting searches. Now, those librarians have difficulty maintaining their searching skills, because they may go two or three weeks between online searches.

The initial challenge with CD-ROMs was to train the librarians thoroughly enough to assist patrons with difficult or unusual problems for each database. Again staff needed workshops and practice time. The library also had to build the technical expertise of some staff to work with computer and software problems. Our major challenge today is how to cope with continuing increase in use.

One possible change will be to set up a local network that will allow users to access CD-ROMs from remote terminals. The university is working on a grant-funded project to create a system that would allow the CD-ROM databases to be used from

computers all over the campus via a broadband cable. We hope that such a network may take away some of the librarians' set-up problems by programming the necessary steps each database requires.

Another change: librarians are often using CD-ROM databases to quickly verify bibliographic citations and other information. The speed with which a knowledgeable librarian can use a CD-ROM database and the broad coverage most of them provide makes them convenient sources for quick answers.

### Implication 5

**CD-ROMs are creating more demand elsewhere in the library.** CD-ROM searches are more likely to turn up citations for publications not owned by the library. Over the years we have shaped our collection somewhat by the titles included in the standard bibliographies and indexes we own. New indexes with coverage we have not had before, like *InfoTrak*, send many students to the Interlibrary Borrowing Office in order to use the publications cited. The computer printouts that students use as verification indicate to ILL staff that CD-ROM searches are increasing interlibrary borrowing. Faculty members take their CD-ROM printouts to the Collection Development Department to request new subscriptions.

### Implication 6

**The library needs to publicize this new service and create programs for training students and faculty to use it.** Paradoxically, the library needs to increase publicity for a service that already is too popular. The reasoning is this: The people using the service are those who discover it by word-of-mouth or serendipity. But without publicity, many students and faculty who could make great use of CD-ROM searching may never hear of it. The library also loses political points when university administrators do not hear about CD-ROM searching and therefore don't appreciate how aggressive the library has been in developing this new high-tech service.

The library should try to reach all potential users of CD-ROMs. We need to include an introduction to CD-ROM searching in our bibliographic instruction programs. We need announcements in the newsletter that the library publishes for faculty, and articles about it in the campus newspaper. Such a publicity campaign will be hard for us, knowing that it creates a greater demand for services we are struggling to provide and more pressure on the library to spend money it does not have. □

To serve the Spanish-speaking:

## A sampler of Spanish-language titles from Latin America

by Maricarmen Canales

**F**ROM A NEW CENTER FOR Latin American publishing come these 18 recommended titles for building your contemporary Spanish-language collection. All were published or reissued during 1987-89.

The demand for Spanish-language books by many Hispanic readers in the U.S. has not been diminished by English-only laws. Librarians are eager to serve those readers, but find that good new titles are out of the reviewing/acquisitions mainstream, not easy to identify or order.

This listing, which we hope will be followed by others, was conceived at the 1988 Guadalajara Book Fair (Fil) in Mexico, where attending U.S. librarians called for better access to Latin American imprints, including timely reviews in U.S. media.

*American Libraries*, covering the fair (AL, Feb., p. 164-66), agreed to provide space for our initial selection of good recent books and to consider further listings if readers expressed interest.

As organizers of Fil, a year-round center for the book based at the University of Guadalajara, we consider ourselves well positioned to identify appropriate library titles from the Latin American publishing industry. Although this first listing concentrates on Mexican and Argentinian imprints, our contacts range throughout Latin America. Future lists would reflect that broader base.

Grouped below by publisher, most of these titles are distributed in the U.S. by:

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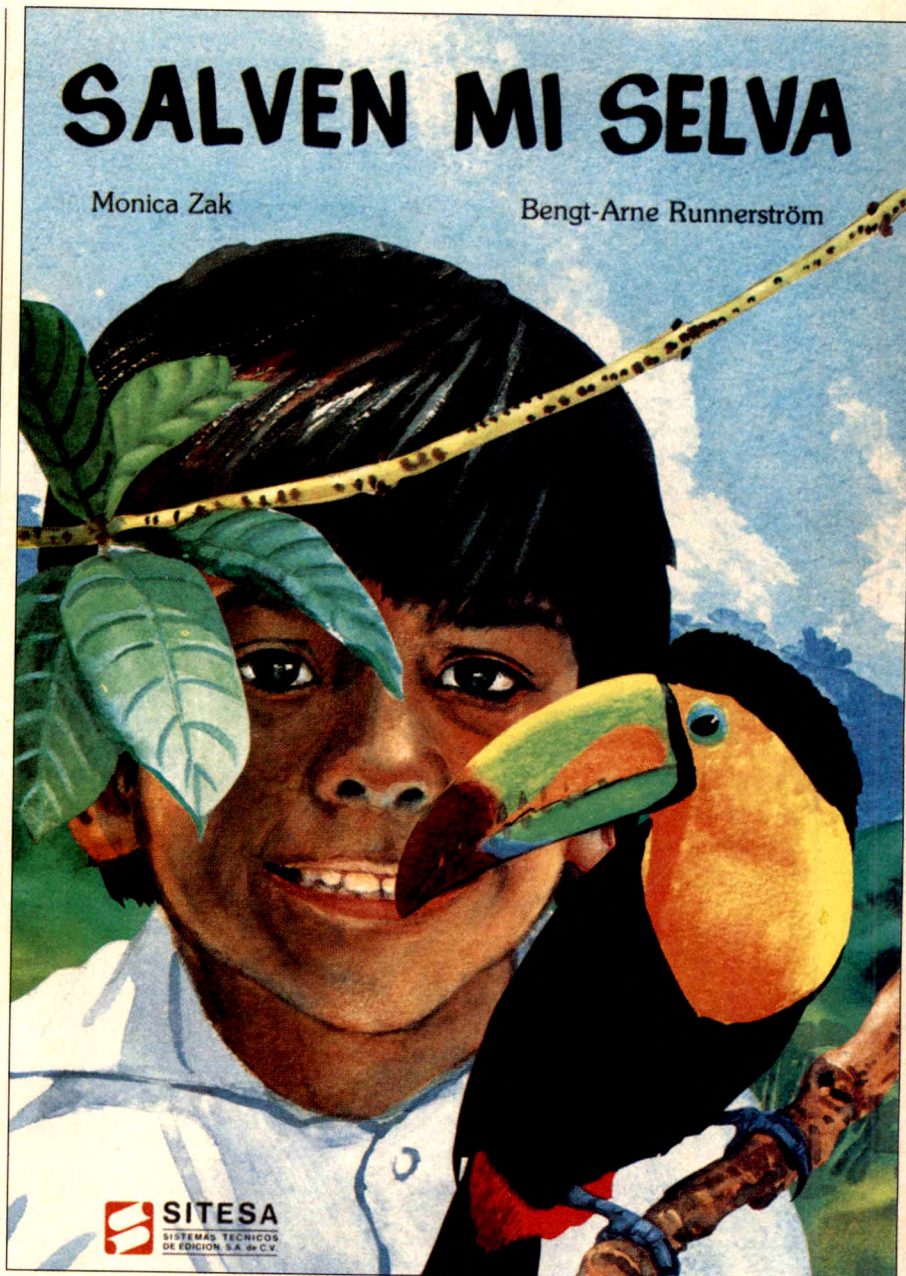
The Bilingual Publications Co. (212-873-2067); and

Lectorum Publications, Inc. (212-929-2833).

The prices given are those suggested by the publishers for U.S. sales and are subject to change without notice. Resellers are free to set their own prices.

*Los niños de la Pacanda*, written and illustrated by Ulf Löfgren. 32p. Mexico: Sis-

**Maricarmen Canales** of Mexico's Guadalajara Book Fair (Fil) compiled this list for *American Libraries* with the help of Margarita Sierra and other Fil staff.



*An 8-year-old's 800-mile trek through Mexico offers an adventure of universal appeal.*

temas Técnicos de Edición, 1987 (968-6048-25-1), \$6.25 (paperback); (968-6048-26-X), \$11.95 (hardbound).

A children's story about life in La Pacanda, a small Mexican village near Pátzcuaro. The Swedish author, who knows these people very well, is sensitive to their daily lives, customs, celebrations, and surroundings. Both Mexican and non-Mexican children will surely know and feel

La Pacanda, thanks to this author's acute sense of observation.

*Salven mi selva*, by Monica Zak, illus. by Bengt-Arne Runnerström. 32p. Mexico: Sistemas Técnicos de Edición, 1987 (968-6048-23-5), \$6.75 (paperback); (968-6048-24-3), \$12.95 (hardbound).

This moving story follows an 8-year-old boy's journey to the last jungle in Mexico,

Spanish-language titles

1,300 km from his home in Mexico City. His discoveries include the adult world's indifference to natural resources, and the power of determination, perseverance, and mutual assistance. A wonderful book that will reach children with a deep human and ecological message.

*El sol es un techo altísimo*, written and illustrated by Liliana Santirso. 24p. Amecameca, Mexico: Editorial Amaquemecan, 1987 (968-7205-37-7), \$6.45 (paper).

A disabled child, ignored by her family and ridiculed by other children, struggles to express her feelings.

*Fábulas del Caribe*, by Alga Marina Elizagaray, illus. by Patricio Gomez. 64p. Mexico: Editorial Amaquemecan, 1988 (968-7205-331-8), \$8.45 (paper).

The color, ingenuity, and warm human values of Caribbean folklore enrich this collection of seven traditional tales. We learn how the animals got their heads, how an exasperated ear managed to escape from an implacable mosquito, and how the proverbial tortoise won its umpteenth race, this time against a deer.

*El que escucha*, by Taylor Caldwell. 267p. Mexico: Editorial Grijalbo, 1988 (969-919-797-7), \$5.80 (paper).

The masterful Taylor Caldwell tells an astonishing story: An enigmatic man, "the one who listens," meets a series of characters whose tormented souls look toward him in search of something that can help them recover their hope of living.

*Elogio de la madrastra*, by Mario Vargas Llosa. 198p. Mexico: Editorial Grijalbo, 1988 (968-419-796-9), \$7.10 (paper).

The Peruvian writer (and now presidential candidate) offers an erotic allegory of innocence and love, framed in his rich, lyrical narrative style. The plot concerns a young man drawn to his young stepmother—but this is no soap opera here.

*El general en su laberinto*, by Gabriel García Márquez. 288p. Mexico: Editorial Diana, 1989 (978-13-0264-8), \$11 (paper).

The latest work by the Nobel-Prize-winning novelist concentrates on the last days of Simón Bolívar, as he sailed along the Magdalena River. After extensive study of Bolívar biographies, Márquez presents a different kind of portrait—of a man unjustly forgotten, undervalued, and misunderstood. In prose ringing with Caribbean, rhythmical language, Márquez gets inside

Bolívar's point of view, exploring his politics, ideology, loves, and humanity.

*Eva Luna*, by Isabel Allende. 282p. Mexico: Editorial Diana, 1987 (96813-1808), \$8.95 (paper).

When Chilean-born Isabel Allende announced her new project for a novel, she said it would be about a woman and written in a joyous style. And here is Eva, daughter of the jungle, of illiteracy and poverty; of an age of military dictatorships alternating with brief democratic periods. Eva's complex biography weaves tragedy and even comedy into a stirring drama. The epic prose of Allende (niece of Salvador Allende) confirms her as one of the best Latin American writers.

*Noticias del imperio*, by Fernando del Paso. 672p. Mexico: Editorial Diana, 1988 (968-13-1811-0), \$19.50 (paper).

The great Mexican storyteller indulges his obsession with the "total" novel—one that would contain history and fiction; reality

and fantasy; politics, religion, and philosophy; adventure, love, and lust; tragedy and its caricature; and legend and myth. Based on the tragic story of Carlota, wife of the Emperor of Mexico, whose short-lived reign was terminated by a firing squad.

*El encuentro*, by Sara Gerson and Shulamit Goldsmit. 32p. Mexico: Editorial Trillas, dist. in the U.S. by Scott, Foresman and Co., 1988 (968-24-2311-2), \$2.80 (paper).

The Aztec people's rise and fall, and the arrival of the Spanish Conquistadores to the Great Tenochtitlan. For readers 7 to 12 years old, profusely illustrated in color.

*Esplendor de la antigua Mixteca*, by Juan Arturo López. 148p. Mexico: Editorial Trillas, distributed in the U.S. by Scott, Foresman and Co., 1987 (968-24-2613-8), \$6.50 (paper).

Intriguing, readable research on the Mixteca culture (ca. 1000–1400 A.D.), based on materials ranging from the beautiful seven ancient "codices," or scrolls, to



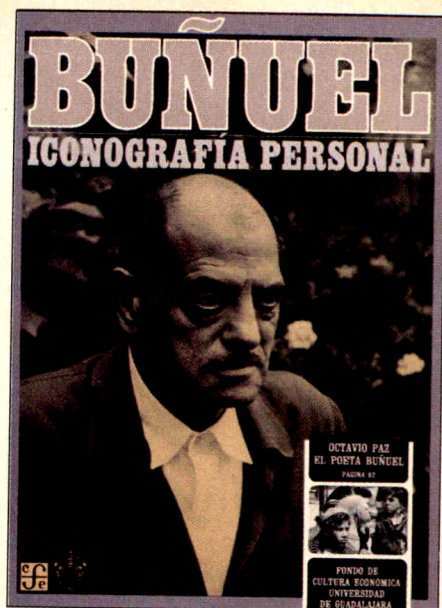
the latest archaeological findings.

*Buñuel: Iconografía personal*, compiled by Alba Rojo. 96p. Mexico: University of Guadalajara-Cultura Económica, 1988 (968-16-2942-6), \$12 (paper).

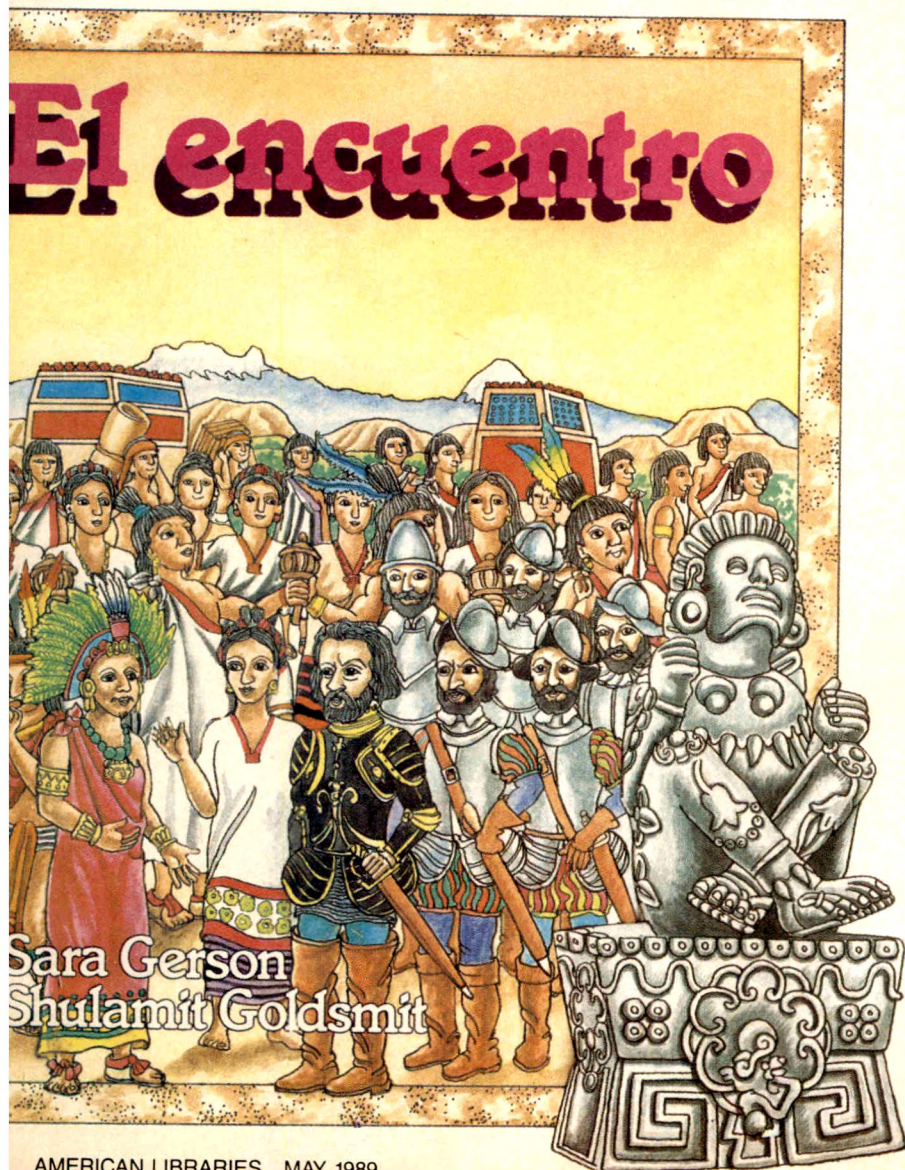
A most engaging book on the life and work of Luis Buñuel, the great Spanish-Mexican filmmaker who died in 1983. Included are many graphic and prose mementos of his long and fruitful life from his days as an aspiring director in Mexico to his years with Metro-Goldwyn-Mayer and independent filming in Europe.

*El niño envuelto: Cuentos sin cuento para chicos de 8 a 13 años*, by Elsa Bornemann. 178p. Buenos Aires: Orión, distributed by Tres Américas, 1988 (950-558033-9-003), \$5.30 (paper).

Elsa Bornemann is one of Argentina's best-known children's-book authors. The boy in these stories relates his many discoveries of the world and people around him in the course of finding himself.



**Fans of the inventive director of *Exterminating Angel* and *Discreet Charm of the Bourgeoisie* will appreciate this poignant scrapbook. Below, the front and back cover of an engaging history for readers 7 to 12.**



*Algo más sobre la Perestroika*, by Mikhail Gorbachev, trans. by Julio Sierra. 94p. Buenos Aires: Emecé, distributed by Tres Américas, 1988 (950-04-0829-5), \$4.20 (paper).

The comments of Gorbachev at the conclusion of the June 1988 Communist party Congress of the U.S.S.R., together with the seven resolutions adopted. The title supplements the book *Perestroika: Nuevas ideas para nuestro país y el mundo* published earlier by Emecé (\$7.50, paper).

*El nombre de la rosa*, by Umberto Eco, trans. by Ricardo Pochtar. 614p. Buenos Aires: Ediciones de la Flor, distributed by Tres Américas. Reimpr. 1988 (950-515-013-X), \$9.60 (paper).

Co-published with Lumen (Barcelona), this labyrinthine novel laid in a Benedictine monastery in the 14th century has taken the world by storm. The Argentine edition was first published in 1985, and is now in its 13th printing. A combination of gothic novel, medieval chronicle, detective story, and allegory.

*Siete historias de amor en Navidad*, by Leo Buscaglia, trans. by María Cristina Cochella de Córdova, illus. by Tom Newsum. 111p. Buenos Aires: Emecé, distributed by Tres Américas, 1988 (950-04-0823-6), \$5.20 (paper).

Seven stories from his personal memories are a gift from Buscaglia to his friends and admirers.

*Poder militar: Origen, apogeo y transición*, by Simón Lázara. 351p. Buenos Aires: Legasa, distributed by Tres Américas, 1988 (950-600-131-6), \$14.40 (paper).

A critical study by a member of the Argentine Congress and vice-president of the Permanent Assembly for Human Rights, which played an important role during the years of military rule. Lázara's study seeks to build against a new cycle of terrorism and repression.

*El examen*, by Julio Cortázar. 245p. Buenos Aires: Sudamericana, 3rd reimpr., distributed by Tres Américas, 1987 (950-07-0331-9), \$5.95 (paper).

The celebrated Argentine novelist wrote this narrative of Buenos Aires life in 1950, but did not publish it. More than 30 years later, in 1984, he found the story surprisingly up to date. The protagonists are two university students, a man and a woman, on the eve of exams. □

# Stalking the elusive cataloger

A symposium on the shortage of catalogers generated no panaceas but did offer some potential solutions.

by Janet Swan Hill

**F**RUSTRATED BY THE DIFFICULTY of hiring well-qualified catalogers, library administrators have become increasingly vocal in their complaints about the amount and type of cataloging instruction offered in library schools, and about the high cost of training newly hired catalogers. Although many reasons for the shortage and the perceived low level of competence of newly graduated catalogers have been suggested, the search for solutions has been fragmented, even confrontational. Library schools are accused of failing in their instructional mission; employers are criticized for unrealistic expectations.

A March 9-10 Council on Library Resources-funded symposium at Simmons College in Boston addressed these problems and suggested solutions. Organizers Sheila S. Intner of Simmons College library school, Karen Muller, executive director of ALA's Resources and Technical Services Division, and this writer brought together an audience of 100 administrators, catalogers, and educators to hear 26 speakers from diverse backgrounds. Each of the symposium's three sessions focused on a major problem area: recruitment, education, and training. Each session consisted of a keynote address, followed by six-to-eight shorter presentations.

## Hayes' challenge

Robert Hayes, recently retired UCLA library school dean, lead off the symposium, noting that librarianship is rarely a first-choice profession. He challenged librarians to identify a pre-librarianship curriculum that could be presented in college catalogs alongside pre-medicine and pre-law curricula; to enhance cooperation be-

**Janet Swan Hill**, formerly head of cataloging at Northwestern University libraries, is now assistant director for technical services at the University of Colorado/Boulder. One of the symposium's organizers, she prepared this special report for *AL*.



*Symposium keynote speakers (left to right): James M. Matarazzo, Jane B. Robbins, Henriette D. Avram, and Robert M. Hayes*

tween library schools and academic libraries and between library schools and other academic departments; and to create a strong scientific base for the field, so that library schools could teach the science, while libraries would continue to teach professional practice.

## Recruiting techniques

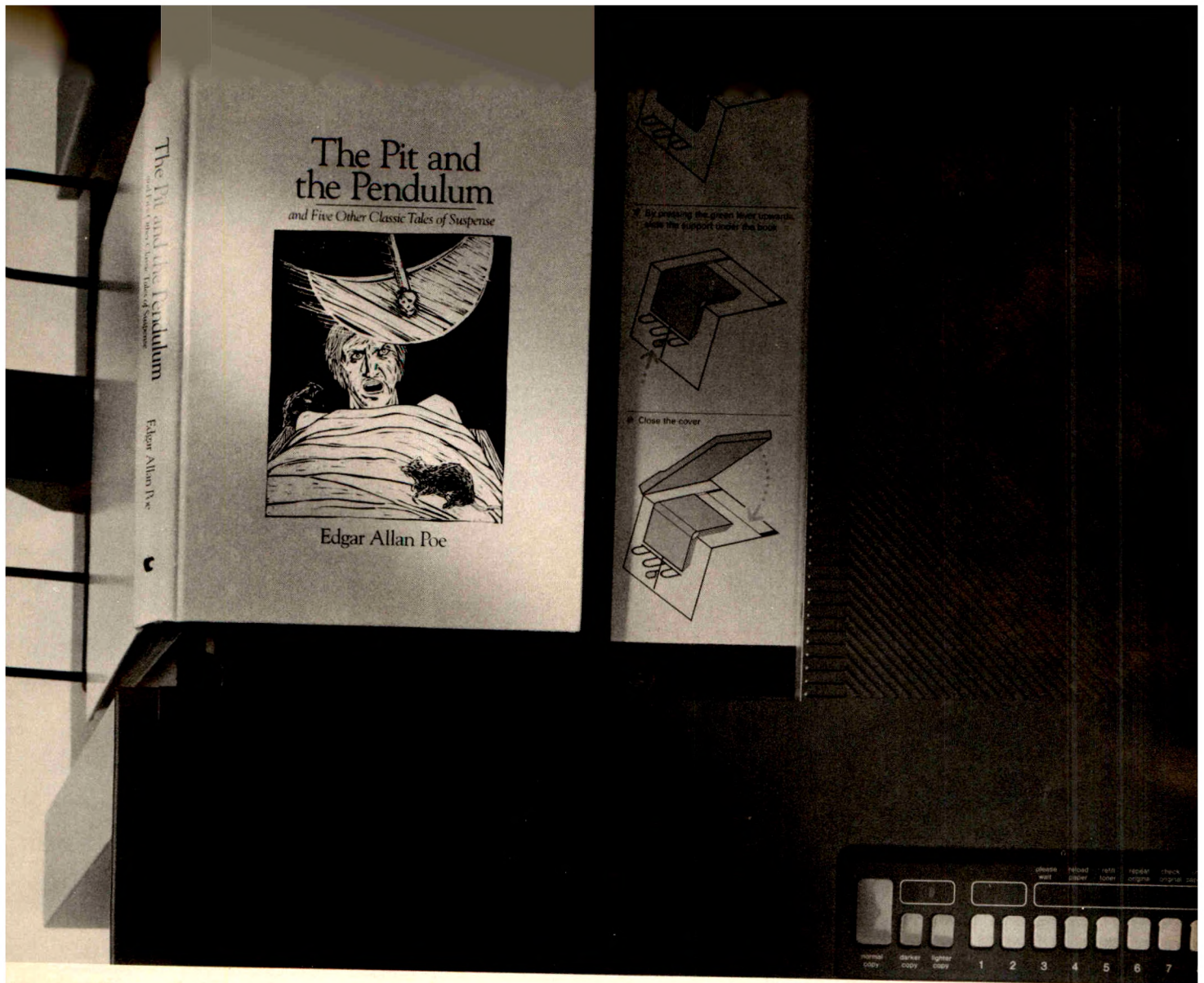
James Matarazzo, Simmons College, opened the recruitment session with an overview of the librarian shortage and observed that the last such shortage ended when salary levels rose. Most of the sessions' speakers described current recruitment activities, including attending career fairs, providing a good work experience for nonprofessional staff, becoming involved with library schools, and restructuring jobs.

Most proposed solutions involved librarians' making better use of proven techniques. By contrast, Montana State University's Heidi Lee Hoerman reminded attendees that not everyone is near a library school. She described how networks of librarians recruiting for the field might be formed, and urged that librarians expand recruitment efforts beyond tradition-

ally targeted groups—humanities majors who have worked in libraries.

## "Cataloging appreciation"

Jane Robbins, director of the University of Wisconsin/Milwaukee library school, noted in her education keynote address that cataloging is the subject most exclusively the intellectual property of librarianship. Suggesting that catalogers are not substantially different from other librarians, she identified gifted teaching as a critical factor in educating catalogers, as well as in convincing librarians to become catalogers. Other presentations explored the theory and practice of teaching, the nature and attitudes of students, and the constraints of the curriculum. LSU professor Michael Carpenter's suggestion that the first cataloging class be considered "cataloging appreciation," providing basic concepts and understanding, and luring students to take advanced classes, struck a chord with many teachers. A note of contrasting reality was provided by Beatrice Kovacs, University of North Carolina/Greensboro, who described cataloging instruction in a smaller library school where only a single course can be offered.



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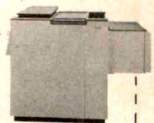
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## On the job training

Once recruited into librarianship, educated for the profession, and hired to catalog, new catalogers must be trained in practice. Henriette Avram's description of Library of Congress training activities provided the starting point for the final session. Although LC training needs differ in scale from those in other libraries, they are similar in nature, and their training techniques and materials were of intense interest to those attending.

One-to-one consultation and extended, close review of work is the initial training method most used by libraries with more than one professional cataloger. But a major theme of this session was the need for continual instruction as technological and organizational changes affect the cataloging environment. Citing the difficulties of bridging the gap between library education and performing "national-level-standard" cataloging in a small library, Barbra Buckner Higginbotham of Brooklyn College Library proposed an internship program to bring small-library catalogers (who must train themselves) to larger institutions where they can obtain intensive instruction.

## No panaceas

The participants' commitment to catalogers and cataloging generated much more than the comforting sense of troubles shared. Discussion was lively, and marked by a sense of striving toward solutions, rather than reiterating complaints. Although no panaceas emerged, much good advice was given, and one sensed that some proposals would be taken home and applied immediately. Other suggestions—identifying a core undergraduate curriculum, developing cooperative internships, or devising techniques to recruit from non-traditional groups—will require more time.

Perhaps the most complex issue raised concerned curricular design. During the symposium a consensus began to build that a one-year degree program may not suit the educational needs of all librarians. There was no universal embrace of two-year programs, but participants seemed to recognize that different levels of practice and specializations may benefit from different educational options, ranging from undergraduate courses to sixth-year certificates and internships. Given the commitment of those attending, even this thorny topic may be productively pursued. □

## A new "Golden Age" of cataloging?

In 1901, when LC began distributing catalog cards, Charles Ammi Cutter declared the golden age of cataloging over. Referring to the challenging and rewarding intellectual work of developing whole systems for organizing man's knowledge, he said, "the difficulties and discussions which have furnished an innocent pleasure to so many will interest them no more."

At the Simmons symposium in March, however, Francis Miksa, a University of Texas/Austin library educator, heralded the arrival of a new golden age. Tracing cataloging through library school curricula from Dewey to the present, he asserted that technology and emphasis on creation of specialized databases have created a need and set the stage for a "new generation of system makers."

All symposium addresses are available in *Recruiting, Educating and Training Cataloging Librarians: Solving the Problems*, edited by Sheila S. Intner and Janet Swan Hill, Greenwood Press, 1989. —ed.

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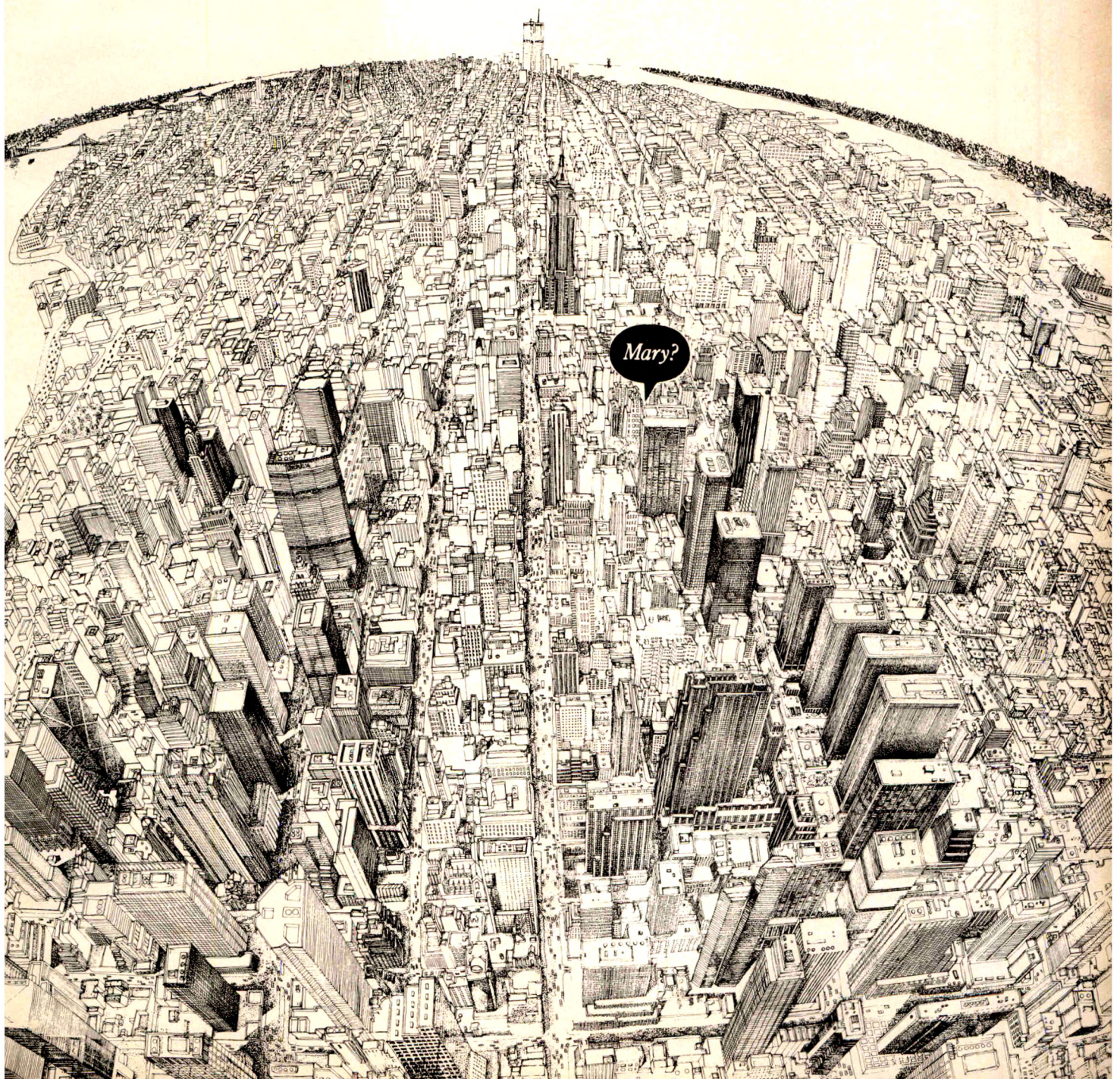
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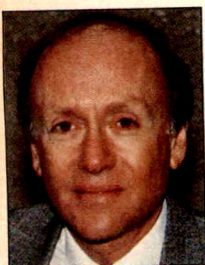


## Editor Art Plotnik to leave *American Libraries*

Art Plotnik, editor of *American Libraries* since 1975, has announced his intention to resign this fall. "After 20 years of deadline library journalism," he said, "I feel a change is in order." Plotnik came to *AL* after six years with *Wilson Library Bulletin*.

Though he has no specific move in mind ("The future is wide open"), Plotnik intimated that staying at

ALA is a possibility—if a "good match" can be found in another area of ALA Publishing. "I also want to devote time to writing on nonlibrary topics," he told this editor. He is working on a follow-up to his book *The Elements of Editing*,



Art Plotnik

tentatively titled *Being a Writer: An Unabashed Primer*.

ALA Executive Director Thomas Galvin said the Association plans a national search for a successor. Art Plotnik "has built the magazine into a lively and respected news medium whose readership has doubled and whose advertising revenues have increased five-fold during his tenure," Galvin observed.

Asked to look back over his 14 years as *AL* editor, Plotnik said he is proudest of "proving that library journalism can be lively and colorful... and of bringing a new level of professional journalism to our news coverage. Librarians are one of the most responsive audiences a writer or editor could hope for," he added.

Plotnik's achievements during his 14 years at ALA include representing the Association on the American Book Awards Board, serving as an "ambassador of good will" to the Bolivian library community, and publishing scores of articles on writing, editing, libraries, and language in the national media, including the *New York Times*. His *Elements of Editing* is a standard in the field and was a July 1987 selection of the Quality Paperback Book Club. He is also the author of *The Man Behind the Quill*, a biography of Jacob Shallus, published by the National Archives for the bicentennial of the Constitution.

### Will stay till fall

On leaving with no specific plans, Plotnik said, "The only way to be sure I'd make the change when its time came was to do it." He will remain in the post until a new editor is in place, and he plans to continue as freelance executive producer of *Library Video Magazine*.

Senior Editor Edith McCormick, who has been with *AL* since 1968, spoke with regret



**THIS "FLEMISH BARN" ADDITION** to the Van Wylen Library at Hope College in Holland, Mich., is one of seven designs to receive Awards of Excellence for Library Architecture in the 14th Library Buildings Awards Program. Cosponsored by ALA and the American Institute of Architects, the awards also applaud the Academy of the New Church, Bryn Athyn, Pa.; Annenberg Research In-

stitute for Judaic and Near Eastern Studies, Philadelphia, Pa.; an addition and renovation project at the Cerritos (Calif.) Public Library; the Flora Lamson Hewitt Library and Administration Center of the Graduate Theological Union, Berkeley, Calif.; restoration of the New York Public Library; and expansion and renovation of the Olin Memorial Library, Wesleyan University, Middletown, Conn.

about Plotnik's impending departure: "He's a natural clown, and his unpredictable and surprising ideas constantly spur anyone who comes in contact with him to think more creatively—a terrific boss and a singular human being." Associate Editor Beverly Goldberg, on the staff since 1981, called Plotnik a "mentor and a friend" with "boundless creativity and humanity." —L.K.

## NEH support to facilitate traveling "Seeds" exhibit

With \$46,097 from the National Endowment for the Humanities, ALA is planning a traveling version of "Seeds of Change," a major exhibition on the Columbus Quincentenary mounted by the Smithsonian National Museum of Natural History. The award is one of 14 recent NEH grants in the Humanities Projects in Libraries and Archives program.

Several awards in this category, while not given directly to libraries will support programs and exhibits in libraries. Grants to universities will create programs to be conducted in public libraries as well. The other NEH support recipients are: the University Art Museum and the University of Minnesota, Min-

neapolis; the University of California/Los Angeles; Stockton State University, Pomona, N.J.; Research Foundation of SUNY, Albany, N.Y.; Music Sources, Berkeley, Calif.; Utah Library Association; Vermont Library Association; University of Wisconsin/Milwaukee; Northwestern State University of Louisiana, Natchitoches; Parkland College Library, Champaign, Ill.; Virginia Historical Society, Richmond; West Virginia Women's Foundation, Charleston.

## Charles Harmon named new HQ librarian

Charles Harmon, a 1985 graduate of the Department of Library Science and Educational Technology at the University of North Carolina/Greensboro, joined the ALA staff in April as Headquarters librarian. Deputy Executive Director Roger Parent made the announcement.

Harmon has been active in two ALA di-



Charles Harmon

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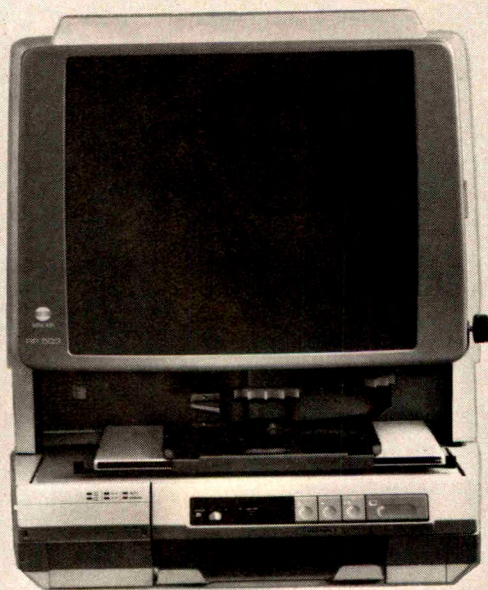
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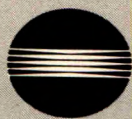
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## ALA and you

visions: the American Association of School Librarians and the Young Adult Services Division, where he serves on the Best Books for Young Adults Committee. Before coming to ALA, he was librarian of Iowa City High School and taught introductory cataloging at the University of Iowa School of Library and Information Science. His publications include articles on technology and collection development.

## Committee on Accreditation gives nod to four programs

ALA's Committee on Accreditation (COA) recently announced the continued accreditation of four graduate programs of library education leading to the first professional degree under the 1972 *Standards for Accreditation*. The programs are: Master of Library and Information Science, School of Library and Information Science, Brigham Young University; Master of Science and Master of Arts, School of Library and Information Studies, Florida State University; Master of Library Science, Department of Library and Information Studies, University of North Carolina/Greensboro; Master of Arts and Master of Library Science, School of Library and Information Studies, Texas Woman's University. COA took the action at ALA's Midwinter Meeting in Washington, D.C.

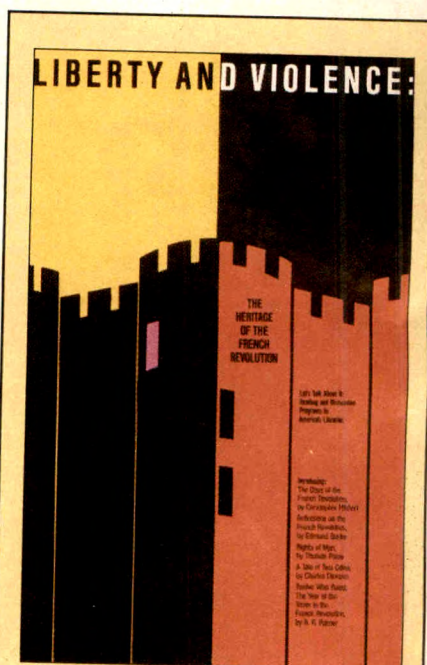
## Raymond Burr narrates new ALA career video

Raymond Burr, best known for his television roles in "Perry Mason" and "Ironside," narrates "The Future Is Information: Careers in Library and Information Science," ALA Video's latest release. Aimed primarily at stu-

dents in high school and college, the 20-minute video is an enthusiastic view of library careers, part of ALA's recruitment campaign.

Produced in cooperation with the Denver Public Library cable television network, the video was shot on location in Denver and at Northwestern University in Evanston, Ill. Denver Public Library supplied production staff, and Raymond Burr served as creative advisor.

"The Future" is available in all formats at \$45 from ALA Video, 50 E. Huron St., Chicago, IL 60611. Write for free previews.



## "Liberty and Violence" Discussing the French Revolution

"Liberty and Violence: The Heritage of the French Revolution" is the theme of ALA's new reading and discussion program. Modeled after the "Let's Talk About It" series, the program was developed with funding from the National Endowment for the Arts that also supported "Printing and the French Revolution," a traveling exhibit slated to visit 28 libraries this year (AL, Dec. 1988, p. 1014).

The promotional kit for the program contains: 100 pamphlets featuring an essay on the theme and synopses of the books for discussion—*The Days of the French Revolution* by Christopher Hibbert, *Reflections on the Revolution in France* by Edmund Burke, *The Rights of Man* by Thomas Paine, *A Tale of Two Cities* by Charles Dickens, and *Twelve Who Ruled* by R.R. Palmer; 10 posters; and publicity ideas, press releases, clip art, and ads. Kits are \$35 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611, 800-545-2433, in Illinois -2444, Canada -2455.

## OLPR recruitment effort spreads to national media

The Office for Library Personnel Resources (OLPR) recently reported on the success of its "The Future Is Information. Take Charge of the Future." recruitment campaign (*AL*, Nov. 1988, p. 893). In an effort to increase national visibility for librarianship as a career, OLPR has: distributed 6,000 career brochures and posters to the American Association of Counseling and Development, which distributed the materials at its March conference; provided information for career

articles in *American Lawyer*, *Hispanic Magazine*, and *Cosmopolitan*; mailed poster ads to 400 magazines; cooperated with ALA divisions in the development of specialized career brochures; and reprinted *Librarians for the New Millennium*, available from OLPR for \$10.

To gather data on the need for librarians, OLPR has contacted the U.S. Bureau of Labor Statistics for a supply-and-demand study and plans to contact state library groups for similar studies.

Recruitment kits are still available for \$12 from ALA/OLPR. Kits include three

posters, 50 brochures, and two ad mats. Individual items are \$3 for three posters, \$2 for two ad mats, and \$9 for 50 brochures. Single brochures are free. Orders should be prepaid. OLPR urges librarians who may be trying to place ads from the kits in local media to mention that they are public service announcements and to send tearsheets to OLPR whenever ads appear.

## Imhoff wins new PLA award

The Public Library Association has given its first International Study Award to Kathleen Imhoff, assistant director of the Broward County (Fla.) Public Library. Donated by C.L. Systems, the \$5,000 award was established to improve international understanding among public libraries by supporting a study tour abroad for an American public librarian.

Imhoff has organized a tour of public libraries and library schools in England, Scotland, and Wales to study the problem of increasing competition for public resources.

## Soviet books in HQ library

At the 1988 ALA Annual Conference, a Soviet delegation presented a collection of recent library science titles in Russian to the ALA Headquarters Library. At the initiative of *American Libraries*, the collection of some 103 volumes has now been organized under 12 subjects, with an English-language annotated bibliography prepared by translator Sean Morris.

The collection provides a unique U.S. resource for scholars of contemporary library service in the Soviet Union. For a copy of the 9-page bibliography, send a self-addressed manila envelope, with 65 cents postage, to the Editor, *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Subsequent book loans may be arranged with the Headquarters Library.

## Helen Lenart joins HQ staff as PLA program officer

Helen H. Lenart recently joined the Public Library Association (PLA) staff as program officer, responsible for public relations, marketing, and publications coordination.

Lenart, who holds a bachelor's degree in French and a master's degree in communications from Northwestern University, has an extensive sales and marketing background in banking and business. She says her goal is to increase member satisfaction with the publications and programs of PLA.



Helen Lenart

## BEARTLETT'S FAMOUS QUOTATIONS

# "Books are always a big hit."

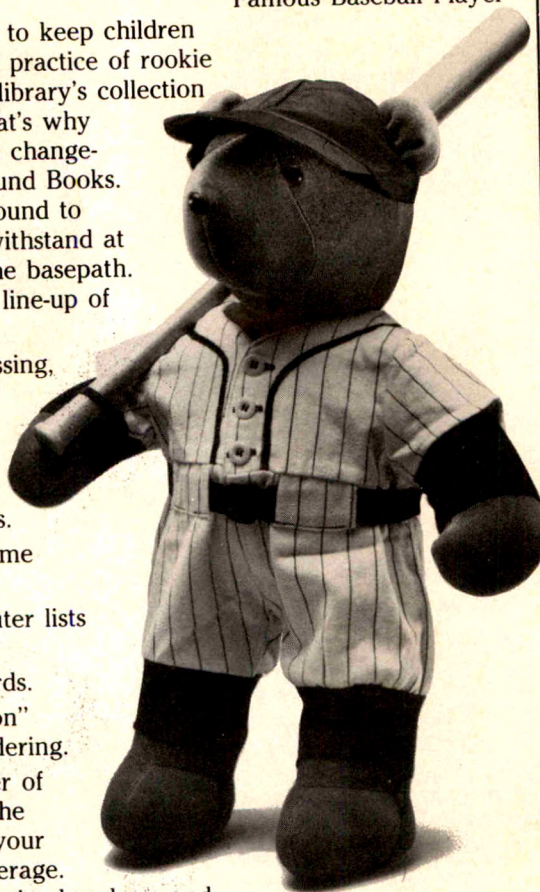
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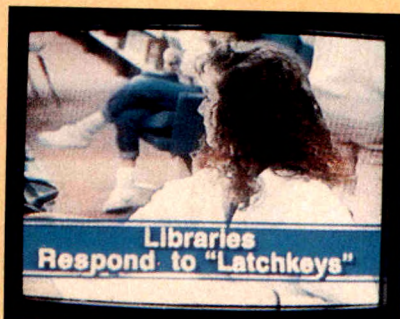
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## June AL to spotlight Dallas

Preliminary programs for ALA's Annual Conference in Dallas, June 24-29, were mailed to all personal members in April. The June issue of *American Libraries* will present Conference highlights and previews. Members who did not receive preliminary programs should contact the Conference Arrangements Office at 800-545-2433, in Illinois -2444, in Canada -2455.

•A preconference on lighting is scheduled for June 23, sponsored by LAMA, Building and Equipment Section, Equipment Committee. The program will feature guest speakers representing architects, librarians, and lighting designers and engineers. A discussion forum and state-of-the-art exhibits are planned. Registration deadline is June 2. Cost is \$110 for LAMA/ALA members, \$145 for members of ALA only, and \$200 for non-members.



Above, four frames from the spring Library Video Magazine (vol. 3, no. 2), which includes segments on the FBI Library Awareness Program, affirmative action, programs for latchkeys, services to people with AIDS, and a national country music library. Clockwise, from top left: librarians testify at a Congressional hearing; YA latchkeys; Angela Fisher of Birmingham (Ala.) Public Library; and a "realia" item in the Country Music Foundation Library, Nashville, Tenn.

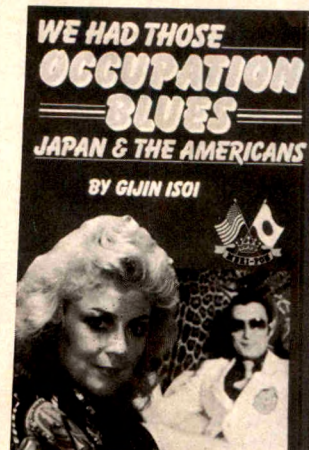
### Latest Library Video Magazine available as single

Libraries that do not subscribe to ALA's quarterly television program, *Library Video Magazine*, may acquire a single issue (vol. 3, no. 2, only) offering coverage of several ongoing concerns in the field.

The 31-minute video leads off with "Spies in the Aisles," a backgrounder on the FBI Library Awareness Program and an exploration of ongoing activities and questions. "Birmingham: An Affirmative Action" shows how the library of that Alabama city went from 0 to 22-percent black professional staff from 1977 to 1987, winning a new city award for positive race relations. In "The Best Defense," *LVM* rounds up nationwide library activity in providing AIDS information, and focuses on the single-purpose AIDS Library of Philadelphia.

Latchkeys-in-the-library became a well known societal issue in 1988; "Libraries Respond to Latchkeys" shows how ALA and public library children's departments are approaching the challenge. Finally, to the rhythm of an upbeat audio track, "Real Country" profiles the amazing Country Music Foundation Library in Nashville, Tenn., where library professionals serve a stream of "serious" scholars and country stars.

Vol. 3, no. 2, is priced at \$79, including viewer's guide. Subscriptions (four issues) to *LVM* are \$249.95. Order from Donna Seaman, ALA Video, 50 E. Huron St., Chicago, IL 60611. Please specify videotape format; P.O. number or authorized signature required for billed orders. Previews are available upon request.



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## American Libraries asks the candidates for ALA President:

### "What should the next ALA executive director do for her \$100,000?"

**IT'S SPRING ELECTION TIME FOR ALA.** To spotlight the presidential candidates we threw a timely topic their way and asked each to comment in a few words. By way of background, the ALA Executive Board has set a \$100,000 salary minimum for the next executive director. Winning presidential candidate will

serve in 1990-91. Ballots must be in by June 9. Members (paid as of March 31) who have not received ballots by June 2 should call Membership Services, 800-545-2433 (-2444 in Illinois, -2455 in Canada). For more information about the candidates, see *AL Dec.*, p. 1008-9; *Jan.*, p. 8; *Mar.*, p. 247.



**REBECCA BINGHAM:** Position specifications have been formulated and published. They include what I consider to be the significant and critical skills, knowledge, and abilities ALA needs in its executive director. The specifications also include a comprehensive description of the duties and responsibilities of the position, and a very succinct and clear listing of activities which the executive director will perform, supervise, and/or participate in. Obviously this search document represents the deci-

sion and best judgment of the ALA Executive Board.

I would expect the next executive director to possess the background and experience required, and to perform the duties and responsibilities identified. Objectives for evaluation must be derived from the specifications used in the search. More should not be expected of any successful candidate; less should not be accepted.

Therefore, I feel strongly that *SHE* should be expected to do no more or no less.

**RICHARD DOUGHERTY:** One hundred thousand dollars is a lot of money, but the executive director's proposed salary is not out of line with salaries of executives who serve comparable professional associations. In asking what the new executive director should do to earn his/her salary, we are focusing on the wrong question.

Let us remember that ALA is our most important association; it has become a large, complex organization, and, equally important, ALA's executive director often represents the profession to the world at large. We want to attract a committed professional who is a skilled manager, able to work closely with the Executive Board and the ALA elected officers, but who can also exert leadership and generate real excitement about what the profession is doing. If we can secure such an individual, I would argue that at the listed minimum salary, the right person would be a steal. And let us not forget that it is in our best interests as librarians to find the very best person available to serve our interests.



**IRENE HOADLEY:** Brilliant. Skilled. Astute. Fair. Accomplished. The next executive director will have these qualities in order to play a pivotal role in moving the organization into the 21st century. The job requires a fearless, indefatigable professional with refined communications, management, and personnel skills and an abiding understanding and appreciation of libraries and librarians. ALA deserves a paragon, a professional's professional, and we should settle for no less. If we find this individual, \$100,000 will be a small price to pay.

The incoming executive director should focus on the national-level program—activities which enhance the image and goals of the profession. The president of ALA provides leadership and vision by setting priorities, while the executive director serves as chief strategist, imple-

menter, and manager of day-to-day operations. Their relationship is akin to that of the political candidate and the campaign strategist/manager. The executive director must have a firm understanding of the Association's goals and a strong commitment to libraries and information services. With the addition of strong management and administrative skills, the executive director can ensure the efficient operation of internal affairs so members may concentrate on issues affecting libraries and librarians.



**HANNELORE RADER:** She must be able to "walk on water" and possess charisma to charm 47,000 ALA members, 270 ALA staff members, and a nation of library users and supporters.

Seriously, the next executive director must be a visionary leader so we can emerge as the nation's leading information profession in the 21st century while helping to ensure access to information for all citizens and promoting information literacy.

The next executive director must be an eloquent communicator, both nationally and internationally, for the library profession. In order to do that, she must be well prepared through an understanding of all types of libraries, not only in the United States but throughout the world. She must be an experienced and effective manager of a diversified ALA staff and be able to administer an organization which can deal cost-effectively with the complicated issues facing ALA.

She must also be able to deal effectively with the Executive Board, and a new ALA president each year, while advancing the Association's goals.

She must be energetic, healthy, enthusiastic, inspiring, organized, supportive, and much more.

Perhaps \$100,000 is not enough for this job.



Mary Phelan

## new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

*ALA Handbook of Organization, 1988-1989*. 300p. \$10. AP:N (0-8389-5716-1). Automatically sent free to members listed in the "Index of Persons"—members of committees, etc.

*ALA Handbook of Organization and Membership Directory, 1988-1989*. 700p. \$20. AP:N (0-8389-5717-X). Automatically sent free to organization members and life members.

*Colleges, Learning and Libraries* by Peter Pack and Marian Pack. 177p. \$32. AP:QT (0-85157-397-5, ALA order code B397-5). A Clive Bingley book.\*

*Computers, Topic Work and Young Children: Learning to Use Information in the Primary Classroom (LIR Report #68)* by Barrie Galpin and Mike Schilling. 150p. \$19. (0-7123-161-1, ALA order code R161-1). Published by the British Library Research and Development Department. Distributed in the U.S. by ALA Publishing Services.

*Information Consultancy* by John Gurnsey and Martin White. 188p. \$32. AP:QRT (0-85157-426-2, ALA order code B426-2). A Clive Bingley book.\*

*The Modern Academic Library: Essays in Memory of Philip Larkin* by Brian Dyson. 176p. \$32. AP:QT (0-85365-887-0, ALA order code L887-0).\*

*Buying Books for Libraries* by Liz Chapman. 142p. \$17.50. AP:Q (0-85157-428-9, ALA order code B428-9). A Clive Bingley book.\*

### Endowment trustee opening

The ALA Executive Board calls for nominations for the election of a trustee to the ALA Endowment Fund for a three-year term beginning Aug. 31. The Board will vote on the candidates at its Dallas meeting. Nominations should be sent to Executive Director Thomas Galvin by May 25.

Applications must be accompanied by a statement of qualifications, including the nominee's consent to serve, verification of knowledge of endowment fund uses and fund development, experience in management or oversight of fund investment on more than personal basis, ability and willingness to attend trustee meetings, and experience with similar organizations or willingness to acquire sufficient information about ALA's purpose and priorities as a nonprofit membership organization. ALA membership is required during the trustee's term.

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*Intellectual Freedom Manual*, third edition, by ALA's Office for Intellectual Freedom and Intellectual Freedom Committee. 230p. \$17.50. AP:ABCDEFGHIJ (0-8389-3368-8).

*Introduction to Automation for Librarians*, second edition, by William Saffady. 368 p. \$40. AP:ACI (0-8389-0503-X).

*Library Media Center Programs for Middle Schools: A Curriculum-based Approach* by Jane Bandy Smith. 192p. \$24.95. (0-8389-0500-5).

*Managing Small Library Collections in Businesses and Community Organizations: Advice for Nonlibrarians* by John A. Moorman. 32p. \$7.50. AP:ABCD (0-8389-0506-4).

*Reading Therapy* by Jean Clarke and Eileen Bostle. 224p. \$49. AP:Q (0-85365-637-1, ALA order code L637-1).\*

\*Published by the Library Association, London, U.K., and distributed exclusively in the U.S. by ALA Publishing Services.

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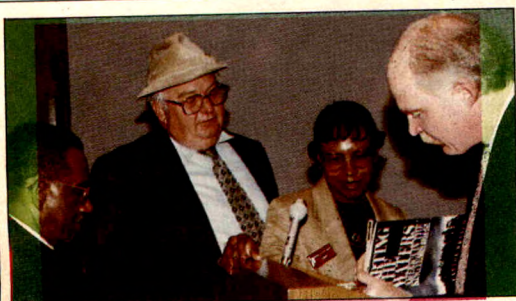
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# bulletin board

A CHECKLIST OF RECENT ANNOUNCEMENTS



Taylor Branch autographs *Parting the Waters* at Birmingham (Ala.) P.L.; Helen Moeller, State Library of Florida, tests EBSCO's Magazine Article Summaries at ALA Midwinter; Eugenia Gordon (second from left), Vineland (N.J.) P.L., receives REFORMA award.

## Cheers!

□ **REFORMA**, the National Association to Promote Library Services to the Spanish Speaking, presented the 1988 Pura Belpre Award to Eugenia Gordon of Vineland (N.J.) Public Library. The award recognizes outstanding service to the Spanish-speaking. REFORMA president Ingrid Betancourt made the presentation in a ceremony at Rutgers University.

□ One of this year's Pulitzer Prize winners, Taylor Branch, guest-lectured recently at the **Birmingham (Ala.) Public Library**, where he autographed copies of *Parting the Waters: America in the King Years, 1954-63*. Birmingham's archives houses an extensive collection of civil rights documents.

□ **Benson (Ariz.) Public Library** recently moved into a new, 3,800-sq.-ft. building. During demolition of the old building and construction of the new, the library found temporary quarters in an old fire station.

□ **Nicholson Memorial Library** in Garland, Tex., has completed a remodeling project that tripled the library's space to 60,000 sq. ft. Some one thousand people attended the grand opening.

□ **Mother Irene Gill Memorial Library** at the College of New Rochelle (N.Y.) celebrated its 50th anniversary this academic year with an exhibition entitled "The Past in Print: Exceptional Works from the Gill Library."

□ **St. Louis County (Mo.) Library** reached an all-time circulation high of 7,699,007 in 1988.

□ **Shawnee Mission (Kans.) Public School's** Children and Young Adult Author Workshop program, sponsored by the library services department, marked its 10th year in April with workshops conducted by Ashley Bryan, Jamie Gilson, Lorna Balian, and Jan Greenberg.

□ **The University of Tulsa Libraries** opened the 1,200-sq.-ft. TU Preservation Laboratory Feb. 23 in the McFarlin Library. Preservation Officer Toby Murray says it's the only such facility in Oklahoma and one of the few in the Southwest.

□ **Jefferson County (Colo.) Public Library** dedicated its newly renovated Library

Service Center Mar. 14.

□ **The Center for Research Libraries** in Chicago celebrates its 40th anniversary this year. The University of Southern California, the College of William and Mary in Williamsburg, Va., the University of Richmond (Va.), and EKI Incorporated joined CRL in 1989, bringing membership to 137.

## Databases

□ **EBSCO** presents *Magazine Article Summaries on CD-ROM*, incorporating five years' worth of 200 periodicals, indexed and abstracted. Contact EBSCO Subscription Services, 826 S. Northwest Hwy., Barrington, IL 60010, 800-323-6501 or 800-543-7595 in Ill.

□ **BRS** introduces its *Wildcard* searching feature, which uses a truncated symbol (\$) to search for internal variations within a search term, for use with all 150 BRS databases. Contact Dona McDermott, BRS Information Technologies, 1200 Route 7, Latham, NY 12110, 800-468-0908.

□ **Grolier Electronic Publishing** offers *Reference Desk*, an interactive service designed as an enhancement to the *Academic American Encyclopedia Online*, at no additional cost to online subscribers through Quantum's PC-Link and APPLE-Link (703-448-8700), GENie (301-251-6442), and Delphi (617-491-3393).

□ **Facts on File News Digest** is now available on CD-ROM. Contact Stacie Bradford, Facts on File Publications, 460 Park Ave. S., New York, NY 10016, 800-322-8755.

□ **Sears List of Subject Headings** is available as machine-readable authority records through H.W. Wilson's *Database Licensing Service*. The company also announces that *Religion Indexes* will be available this spring for online searching through Wilsonline and Wilsondisc.

## Funded

□ **Endowment of humanities collections**; \$800,000 challenge grant to Brandeis University Libraries, Waltham, Mass.; \$500,000 challenge grant to the University of Missouri/

Columbia libraries; from the National Endowment for the Humanities.

□ **Newspaper microfilming and/or cataloging** projects; \$40,446 to the University of Hawaii/Manoa, \$91,357 to Louisiana State University, \$401,685 to Boston (Mass.) Public Library, \$85,760 outright—plus \$35,000 in matching funds to Newark (N.J.) Public Library, \$73,982 outright—plus \$29,682 in matching funds to New York State Department of Education, \$155,762 outright—plus \$110,000 in matching funds to Washington State Library; from the National Endowment for the Humanities.

□ **Microfilming of Soviet government documents 1917-1940**; \$266,402 from the National Endowment for the Humanities to the Hoover Institution, Stanford, Calif.; Charles G. Palm, project director.

□ **Acquisition** of books, periodicals, and audiovisual material related to Canada; \$5,000 from the Canadian consul general in Dallas to the University of Texas/Austin's Tarlton Law Library and the General Libraries.

□ Eighteen projects for **documentary editions** and 15 for **historical records** programs; \$1,235,494 from the National Historical Publications and Records Commission to archives, agencies, colleges, universities, and associations across the country.

## Apply for:

□ **By June 1:** 1990-1991 National Endowment for the Humanities study and research fellowships for college and university teachers and independent scholars in the humanities—maximum stipend \$27,500 for tenures of six to 12 months. Information and application materials: Division of Fellowships and Seminars, Room 316, National Endowment for the Humanities, 1100 Pennsylvania Ave., Washington, DC 20506, 202-786-0466.

□ **By June 15:** 1990-1991 Fulbright Scholar Awards for research and university lecturing in Australasia, India, and parts of Latin America. Information and applications: Council for International Exchange of Scholars, 3400 International Drive, Suite M-500, Washington, DC, 20008-3097, 202-686-7866.

—L.K.

## Qualifications: MLS, plus sense of humor

by Charles Curran

"IT'S REALLY ESSENTIAL THAT one have a sense of humor in this business."

Lots of people claim this. You hear them refer to their job stress and how they'd crack up if they couldn't laugh at the crazy things that go on. What they mean is that if they couldn't say *Ha Ha* about the boss, work environment, customers, clients, students, pay, or parking, the strain would be too great and they'd have to be put away.

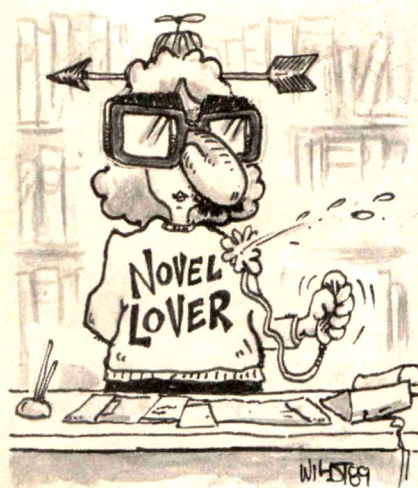
Even we librarians make the assertion about humor and survival; but it is difficult to believe we possess that gift in great quantity, for there is no evidence that libraries are humorous places. Maybe there is low stress in libraries and little need, therefore, for laughter or humor. Librarians may discourage laughter because it can get noisy. Perhaps it wouldn't do to laugh during question negotiation or while collecting the replacement cost plus processing charges on a lost book.

To equip yourself for recognizing scarce library humor when you encounter it, study the typical examples below. See if you can locate the witty sayings. A useful tip when searching for library humor: Look for clever plays on words. Inexperienced word-play spotters should not attempt this exercise without the assistance of veteran professional librarians. A team approach to library-humor recognition should work. Are you ready? Okay, here goes:

*Librarians are novel lovers.  
Librarians do it in the stacks.  
Dewey? Of course we do!*

Wouldn't you love to see the Ror-

schachs of the humorist-librarians who came up with these clever word manipulations, which protest our normalcy and assert that we most certainly do it, brag about where we do it, and assure one and all that we do it differently?



Chris Wildt

So much of our hilarity is gutter stuff. The discovery that to find "Mother Goose" in the *British Library Catalog*, one has to consult "Goose, Mother" is always good for a titter or two at tea time in the staff room, especially since this sidesplitter is a step above the pun.

A librarian was recently overheard repeating the following comic gem, no doubt convulsing an intimate audience of bibliophiles:

*Circulation Clerk:* I see you have a reservation on this book.

*Patron:* Several, actually, but I shall read it anyhow.

We do tend to focus our humor on bookish things. The novice library user who asks for a bibliography, or better yet, a biology, on George Washington really goes ahead and makes our day. That's material for a week's worth of staff-room zaniness. So is the professor who submits a garbled citation. The *library science* professor who does such a

thing supplies fun-loving librarians with a career's worth of anecdotes to amuse and delight their friends:

The funny part isn't just that he left out the comma after the surname, he actually requested the book by its *subtitle*. Its subtitle, for heaven's sake! And he teaches Bibliography 101.

Occasionally we are able to include library wit in the actual performance of our duties. When a puzzled student claims not to be able to find a book on the shelf, we go to the area and pull the book from its exact assigned spot. Then we inform the embarrassed user that it's a good thing the book were not a snake, "for the snake would surely have bitten your head off."

Get it? Diffuse the awkward moment with a humorous remark.

On second thought, it might be that librarians should *not* attempt to have a sense of humor. As a service to society, I have identified once and for all the four occupations that require persons to have a sense of humor, and then a number of occupations that do not require humor and should not be pursued by persons with senses of humor.

See box.

### Box

#### The only four occupations requiring a sense of humor

Stand-up comic, IRS auditor, Judge Wapner's, Supreme Being.

#### Occupations endangered by a sense of humor

Library systems analyst, brain surgeon, plastic surgeon, library-schedule maker, executioner, anesthesiologist, infection-control practitioner, high school principal (especially those who cannot stay away from the microphone during school assemblies), catalog librarian, in vitro technician, embalmer, library director, cook (short and long order), chiropractor, fire-and-brimstone preacher.

With an MLS, a Ph.D., and a sense of humor, Charles C. Curran qualifies as a frequent contributor to *AL's "Facetiae."* He is also associate professor at the University of South Carolina College of Library and Information Science.

(News continued from page 394.)

tured, and identifies its major concepts, theories, and controversies.

- A teacher's role is to empower students to be independent learners.

- Computers should be demystified, democratized, and defined as tools in the service of education, not as ends in themselves. Serious equity issues surround the use of computers and technology on liberal arts campuses.

- Gathering information is not education. Education involves evaluating and interpreting texts, the ability to think historically, and the development of critical judgment, analytical power, and taste.

### Library as "metafilter"

Daniel Dennett, of Tufts University, was assigned the role of forum gadfly—to provoke, stimulate, and stretch the thinking of the group. He pictured the world around us as an "infosphere," over which each person strives to increase control, by using "filters and metafilters"—individuals, publications, institutions that help us select or reject. Computers and software can also be control devices, when used as "Nautilus machines of the mind" to amplify imagination and conceptual power.

Warren B. Martin, of the Carnegie Foundation for the Advancement of Teaching,

closed the conference by voicing eloquently his conviction that the liberal arts programs of strong colleges and universities are the best places to put computer technology into its historical and social perspective. It is tradition, he asserted, that nourishes the new and tolerates innovation. Librarians are stewards of both tradition and innovation; libraries must serve as "filters and metafilters" for teachers and students, now and in the future.

—Patricia Swanson

(Note: A longer account of the forum appeared in the March 8 *Chronicle of Higher Education*. —Ed.)

## QUICK BIBS: New and recent books on a timely topic

by Bill Ott

Bill Ott, who writes this column free-lance for American Libraries, is editor of ALA's Booklist.

### GLASNOST

*ECONOMIC RESTRUCTURING, OPENNESS, and democratization*—these are terms one would expect to hear from any soapbox in America, but in the Soviet Union such language has traditionally been cause for a one-way trip to Siberia. That all changed, of course, when Mikhail Gorbachev came to power, and the age of *glasnost* ("openness") began.

Western curiosity about Gorbachev's attempts to revitalize the Soviet economy and inject the spirit of democracy into what Ronald Reagan called "the evil empire" has been insatiable, as indicated by the list of books below, which is only the smallest of samplings from a smorgasbord of writings that grows daily.

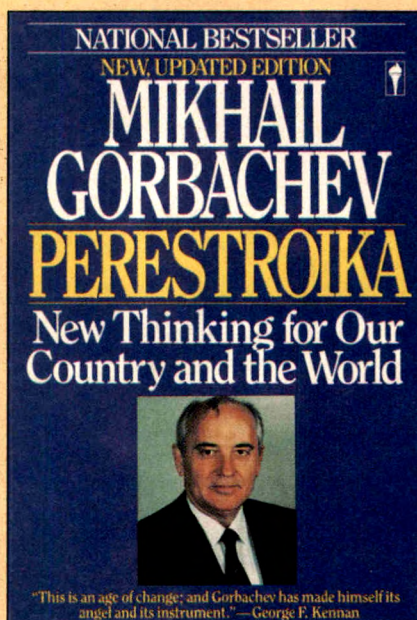
These authors seem to agree on only one thing: It's too early to know for sure what *glasnost* will mean to the world, but it's sure to mean plenty. In the words of *Time*, which recently devoted a special issue to the subject, the Gorbachev revolution "has already, in only four fitful years, indelibly transformed the face of the Soviet Union—and its soul."

Brzezinski, Zbigniew. *The Grand Failure: The Birth and Death of Communism in the 20th Century*. Scribner, 1989, \$19.95 (0-684-19034-6).

The former director of the National Security Council under President Carter views the Soviet Union's socioeconomic problems and its attempts at reform as proof of the "terminal crisis of communism." Some will see Brzezinski's book as mean-spirited in an age where good will should prevail; others will find it a vindication of their most heartfelt convictions.

Goldfarb, Jeffrey C. *Beyond Glasnost: The Post-Totalitarian Mind*. Univ. of Chicago, 1989, \$24.95 (0-226-30097-8).

Like Brzezinski, Goldfarb's real subject is the failure of modern tyrannies. Less hopeful



Soviet leader Mikhail Gorbachev offers his views on economic reform in *Perestroika*.

than some about the implications of *glasnost*, he argues effectively that such dissidents as Walesa, Sakharov, Kundera, and Solzhenitsyn are the "true authors of *glasnost*, the instigators of the post-totalitarian mind." A perceptive look behind the headlines.

Gorbachev, Mikhail. *Perestroika: New Thinking for Our Country and the World*. Harper/Cornelia & Michael Bessie, 1988, \$19.95 (0-06-039085-9).

If nothing else, the *glasnost* era has produced the first American bestseller written by a Soviet head of state. Unfortunately, despite Gorbachev's personal charisma, he writes like politicians everywhere: monotonous prose short on vigor and long on jargon. Still, this is the seminal document of the new regime, and it offers a reasonably direct statement of Gorbachev's view on world affairs.

Kerblay, Basile. *Gorbachev's Russia*. Pantheon, 1989, paper, \$8.95 (0-394-75971).

Updating his previous study, *Modern Soviet Society* (1983), Kerblay examines the restructuring of the USSR in terms of both daily life and the broader sociopolitical picture. He finds that while the concept of *perestroika* is sometimes difficult to grasp while waiting in line to purchase toilet paper, the new feeling of openness in the Soviet Union is making a difference at all levels of society.

le Carré, John. *The Russia House*. Knopf, 1989, \$19.95 (0-394-57789-2).

*Glasnost* is just plain bad news for spies, no matter on which side of the iron curtain they ply their trade. Le Carré's latest novel offers a fascinating exploration of what happens to secrets in an age of openness. This story of a Russian physicist and a British publisher who butt heads with the espionage bureaucracy shows that it will take more than good relations between East and West to put spies out of business.

*Perestroika 1989*. Ed. by Abel Aganbegyan. Scribner, 1989, paper, \$14.95 (0-684-19117-2).

While not the most lively reading, this first edition of a proposed yearbook series provides one of the most up-to-date yardsticks available to chart how far the Soviet's new society has come and how far it has to go. A newsletter-style chronicle of specific changes over the past year precedes a selection of essays on the effectiveness of *perestroika*. A basic resource for anyone studying contemporary Soviet life.

Taubman, William and Taubman, Jane. *Moscow Spring*. Summit, 1989, \$19.95 (0-671-67731-4).

The Taubmans are professors who spent the early part of 1988 in Moscow on a Soviet/American educational exchange program. Like Kerblay above, they offer a vivid sense of how ordinary Muscovites feel about the changes taking place in their society. Enthusiasm tempered by skepticism sets the tone, as Russians, like citizens everywhere, attempt to decide whether or not to believe the promises of their leaders. □

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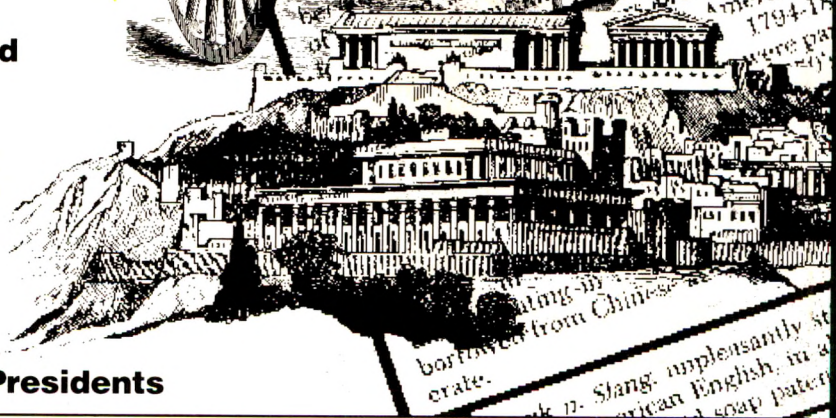
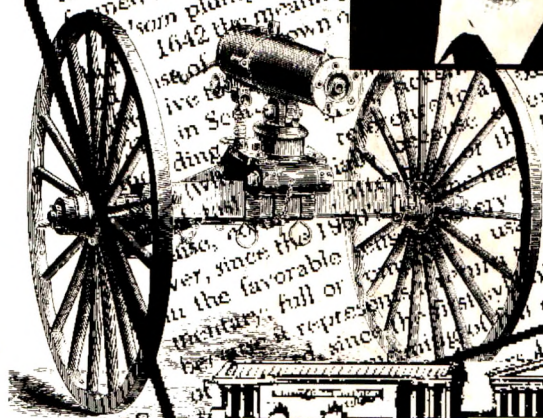
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